

**Subject:** [col-sw-emp-staff-appt] COVID-19: Updates and Survey Request  
**Date:** Thursday, March 26, 2020 at 8:35:50 AM Mountain Daylight Time  
**From:** Amanda Moore McBride  
**To:** Christine Mafana  
**Attachments:** image009.png@01D60349.869117C0, image010.png@01D60349.869117C0, image011.png@01D60349.869117C0, image012.png@01D60349.869117C0, 2020.03.21 Faculty Chancellor Haefner Thank you.pdf, 2020.03.21 Academic Staff Chancellor Haefner Thank you (1).pdf

GSSW faculty and staff,

Thank you all for your questions, hard work, and commitment to see each other through this. I have been heartened by our collective efforts to prepare for spring quarter and the unknown, and the kindness that we are showing one another.

Please see attached for letters of appreciation for faculty and staff provided to me by Chancellor Haefner for distribution to you.

Many of you have asked questions of me and others. Below is my attempt to provide you with the answers we have to date and to identify what remains unknown.

**Please read this email in its entirety.** Please also continue to check [GSSW's COVID-19 site](#), as we are updating it regularly with virtual events as well as resources to support you under the new "community support" tab.

Please keep the lines of communication open and know that I appreciate hearing from you.

Thank you,  
Amanda

### **What We Know**

- The trajectory of the virus can only truly be lessened through physical distancing, which may be necessary for longer than current time horizons.
- Due to shelter in place orders, we are not allowed on campus until after April 10, for now.
- Spring courses are online through the entire spring quarter across all GSSW programs.
- Students will not be refunded for this change in pedagogy, though Denver campus students have been refunded most fees.
- MSW students must complete field hours remotely through at least April 17. Click [here](#) to read emails to students and agencies.

### **Access to Campus**

You are not allowed on campus for any reason. While I appreciate that some of you miss your offices and each other, this is not allowed by order of the Mayor and now, the Governor. If you are in need of equipment or supplies, please contact your supervisor. We will do our best to remotely acquire what is needed for you.

### **Hiring Slow Down**

In the chancellor's recent email to you, he indicated that the university is on a hiring slow down. At this point, this slow down is a precautionary measure, as the financial consequences for DU of COVID-19 are unknown.

Each dean has been asked to review all faculty and staff openings, and make a written justification for each position and their prioritization. The justification is due this Friday. We have been told that we will not receive decisions until April 20 at the earliest and potentially third week of fall quarter at the latest, once fall enrollments are known. All offers made and contracts signed before March 20 will be honored.

I know that this is hard for us to hear. We had a range of positions open, which we had fought hard to acquire in the first place. I will provide updates as I know them.

For those of you who feel that you are not being fully utilized in this remote work environment, please let your supervisor know, so that we can consider options for you.

## **Events and Gatherings**

### **Spring Events:**

All events at GSSW planned for the spring quarter have moved remotely, been rescheduled, or cancelled. Please do not schedule an event for on campus in May or June just yet. Again, we do not know the trajectory of the virus, and do not want you to have to undo efforts. It is best to wait.

Admitted student day on Friday, April 3 has moved online. This has been a full team effort, with more and more applicant registrations coming in daily. Following admitted student day, we will implement additional zoom sessions to help recruit our next Denver campus cohorts. We will need faculty and staff willing to share their time and expertise. More information is forthcoming.

We do not yet have a decision from the university on commencement. However, for planning purposes, our Offices of Community Engagement, Academic Affairs, and Student Affairs are researching options for a virtual commencement, as well as how we might celebrate our graduates in person in the future.

### **Culture and Climate Initiative:**

The Culture and Climate Advisory Group will meet in a few weeks to determine next steps for the initiative. Given our remote work requirements, however, the final session with the Gemini Group is canceled for May.

For now, we encourage you to continue meeting with your small groups. Please consider discussing power, privilege, and oppression in the context of COVID-19. The racism and discrimination has been flagrant and disgusting. We must remain vigilant in our efforts to promote equity and inclusion.

Please remember our [portfolio site](#) for the initiative, which includes a number of resources.

### **Virtual Community Engagement and Support for GSSW:**

Some of you have asked how you can help and how we can help and support one another in this time. EAC has developed a brief [survey](#) for your input. It should only take about 5 minutes. It will help us know what you might like during this time of remote work and what you might be willing to do. If possible, **please complete this survey by Monday, March 30**. You can also consider donating to the [Margaret Page Student Emergency Fund](#).

### **Compassion and Grace**

I end this email by continuing to encourage our compassion and grace for one another. This is at its root an existential crisis. It is an affront to life as we have known it, and the future remains unknown. We are scared, hurting, and some among us are ill or are caring for those who are. Our students are experiencing the same emotions and circumstances.

Many of us have children, who are now home with us. Some of us are responsible for their learning or keeping them safe during the day. Please welcome the children into your zoom calls; embrace learning about the lives of your colleagues. Please also be sensitive to longer turnaround times and meeting schedules. For example, some staff and faculty simply may not be able to meet in the mornings, due to childcare responsibilities.

If ever we were to hold space for each other to just be, to just be human, it is now. Please enter meetings, your classrooms, every conversation with compassion for those with whom you engage. And please also give yourself grace. We have never done this before. Our expectations must be tempered; our assessments of ourselves and others softened.

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