

## Re: Thinking of today's announcement

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From: Joan Gabel <jgabel@[REDACTED]>  
To: Matt Kramer <kramerm@[REDACTED]>  
Cc: HALDEMAN, WILLIAM <haldeman@[REDACTED]>, Jake Ricker <rick0127@[REDACTED]>  
Sent: March 17, 2020 9:40:36 AM CDT  
Received: March 17, 2020 9:40:37 AM CDT

Outline is fine. Work with Bill A he was taking notes too.

The service I mentioned is an app called SafeTrek. Not sure if we use that

Sent from my iPhone

On Mar 17, 2020, at 9:37 AM, Matt Kramer <kramerm@[REDACTED]> wrote:

Rough outline:

Classes are on-line tomorrow. Work with your professors as needed (this is same as yesterday)

Graduation/Commencement - working on recognition, ceremony at some point in the future.  
Details to follow.

Racism - respect for each other. Importance of mutual support.

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Optional:

We talked about telegraphing refunds on housing/dining. We did that yesterday so I'm not sure you would say it again if we don't have news.

HR issues - This is the hottest issue for us. Many questions via communicators on employees, who works, who gets paid, students, etc. We might want a paragraph on this, but you also said the same thing yesterday. I think we are awaiting guidance from Ken on this. But it needs (as you said) to capture a bias for helping people out. We are not going to do well if we are the first large employer to say something like "if you don't work, you don't get paid." Of note, we have many people who have jobs that simply don't exist any more. Tour guide at Glensheen. Front desk at Bell Museum. They are salaried, not hourly, but they truly don't have anything else they can do. Paying them is the right thing to do, but it will (over time) create haves and have nots if they get paid but an hourly employee is told that their salary is not going to be paid (and I'm not suggesting that will happen, just pointing it out).

Landing page from Ken (that he mentioned) is absolutely key. We need this to start eliminating the barrage of HR questions.

Safety and security - a note like you suggested on working in a ghost town, make sure that you take care of your self. Joan, you noted the Safe Escort service, but as this is a paid student service (and students are not back) I'm told we are not going to be able to sustain this or Gopher Chauffeur

Could you help me crisp up the general outline of what you would like to say today, then we can start outlining it and getting folks engaged?

Thank you,  
Matt.

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Matt Kramer, Ed.D.

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