

**MEMORANDUM**

DATE: March 14, 2020

TO: University Community

FROM: Thomas A. Parham, Ph.D.
President

SUBJECT: COVID-19 Update

A handwritten signature in blue ink, reading "Thomas Parham".

While we continue to manage the ramifications of the COVID-19 outbreak, I thank all of you for your enduring professionalism, understanding, patience, and flexibility throughout what has been a stressful time for all of us.

As announced on Wednesday, CSUDH has taken and will continue to take measures recommended by medical experts and public health officials to maximize social distancing. Please know that in all of the decisions we have made and will make, our top priority is the health and well-being of the entire campus community. As we strive to sustain our educational mission in these trying times, your contributions have been essential, and your continued commitment to this university is appreciated.

I know that many of you have concerns and questions due to local school closures, which will cause child-care issues. Others may be concerned about their own health or caring for family members in the high-risk group for COVID-19. Related concerns also include telecommuting options, the status of student and casual workers, campus closure, and continued use of the library and common spaces.

Rest assured that we hear you, and we are moving with all deliberate speed to consult, craft responses, and seek policy guidance on the issues that are important to you.

You may have noticed communications from other CSU campuses that have been authorized to engage in a flexible work arrangement. Please understand that each campus will exercise some flexibility as determined by the unique circumstances that are confronting their universities and their region (e.g., number of cases of suspected COVID-19 exposure, confirmation of cases). At CSUDH, our decisions have been and will continue to be made based on similar criteria.

Please continue to raise any concerns you may have to your supervisors, and together with Human Resources, they will work to address them.

I pledge to you that we will take all measures possible to accommodate the myriad of issues and circumstances that collide with the current health emergency we are confronting. While we will do our best to make reasonable accommodations, I am reminded that we must sustain university operations and be cognizant of the fact that equal treatment may not necessarily constitute the same treatment.

As always, I invite you to remember that this continues to be a dynamic, ever-changing situation, and a flexible mindset is crucial going forward. I will continue to provide updates as the situation evolves.

In challenging times, it is essential that we all work together. While the next few weeks will undoubtedly be busy and stressful, the strength and unity of our Toro Nation will continue to stand out in the face of adversity.

I deeply appreciate your patience and cooperation.