



Editorial

Paul S. LaFollette, Jr. - Editor



“Si hortum in bibliotheca habes, deerit nihil.”
(If you have a garden in a library, nothing is missing.)
Cicero

Yesterday I finished tilling my vegetable garden. For the past forty some years, we have made our first vegetable plantings on Good Friday As

a ritual, this both celebrates the yearly rebirth of the earth, and provides some degree of connection to the previous thousands of years worth of humanity and fertility rituals.

I love the spring, and I greeted the crocuses in February with joy in their promise of summer’s return. Yesterday, however, in the time of daffodils and hyacinths, I felt an uneasy sense of gloom interrupting the pleasure of tilling, despite the blue sky, and the fleecy clouds, and the blues and pinks and yellows and greens of the various vegetation surrounding me. The shadow of the pandemic never quite goes away, and it is particularly intrusive just now.

The responses of Temple and our faculty and staff through this first month of the epidemic have been admirable, and I am proud of my institution. I want, however, to offer a few thoughts about our Temple family’s continuing response. I am increasingly enraged at the selfish, bumbling leadership provided by our nation’s President and his staff. I am correspondingly appreciative of the state and local leaders who have risen to the challenge of stepping in. I reserve my greatest anger, however, for those private individuals who are not taking seriously their responsibility to remain as isolated as possible. I am not suggesting that this is the case of any of the Temple community, but as the pandemic continues, it is well to remember that to the extent possible we all **must** stay at home.

Continued on page 3

Chat in the Stacks: The 19th Amendment—Women in Politics

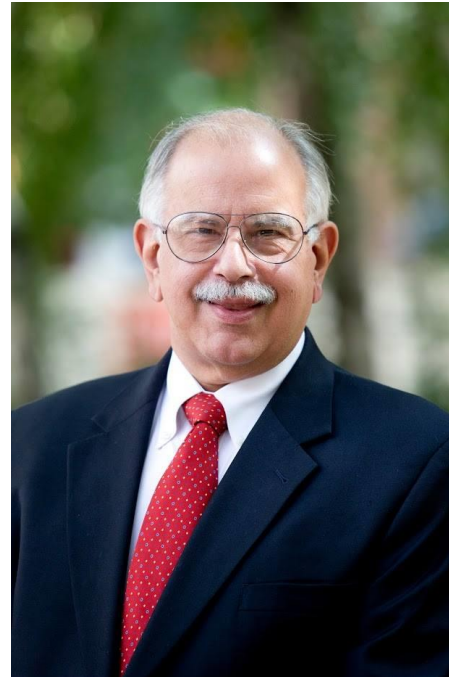


Over the past twelve years, the Temple Libraries and the Faculty Senate Committee on the Status of Faculty of Color (FOC) have co-hosted Chat in the Stacks panels on timely topics, featuring faculty from across the University.

One of the last on-campus activities this year was the Chat in the Stacks discussion celebrating 100 years of women’s suffrage. On August 18, 1920 the state of Tennessee – by one vote – became the 36th state to ratify the 19th amendment giving women the right to vote. Getting the vote brought with it many challenges. And women of color, in particular African American women had to deal with racial and gender discrimination. Speakers Dr. Carolyn Kitch, the Laura H. Carnell Professor of Journalism and D.C. Attorney Dorothy Patton talked about this challenging yet inspiring history. Kitch focusing on the role of the press in the suffrage movement; Patton on major legislation initiated by women in the decades since suffrage. Both are authors of very timely and relevant books. Kitch is the co-editor/author of the newly published *Front Pages, Front Lines: Media and the Fight for Women’s Suffrage*. In 2019 Patton published *From Suffragists to Senators: A Century of Laws by Women Since 1920*. Moderated by FOC member Journalism Associate Professor Karen M. Turner, the panelists talked about how this past informs our present and future. All Chat in the Stacks programs are available online in the library’s video archives.

A Message from the President of the Faculty Senate

Rafael Porrata-Doria, Jr. Professor of Law – Beasley School of Law



Dear Colleagues,

I would like to thank those of you who were able to attend the Special Senate Meeting held on March 19th via Zoom for your participation, questions and suggestions. The total attendance at the meeting was over 190, which is, as far as we can tell, the highest attendance at a Senate meeting in many years. I think we and the administration engaged in very important and meaningful communication regarding many of the issues and concerns affecting our community.

For those of you who were unable to join us, I am enclosing with this message a link to the recording that was made of the entire program, as

well as a pdf containing the questions, comments and suggestions made in the meeting’s chat portion. As you listen to the recording, please note that we opened the meeting half an hour prior to its starting time, so the first 15-20 minutes of the recording have no dialogue. I believe that the actual dialogue starts somewhere between minutes 18 and 19 of the recording. Here is the link to the recording:

https://temple.zoom.us/rec/share/x_16dKvcq3xIZ4Hr9UTFf_8sQ5j5eaa8g3caqPELy0znDBP5iHmKVMF7hR9RiiNE

Since the meeting, I have received a series of additional questions from our colleagues which I have transmitted to Kevin Delaney. As soon as I get his responses on behalf of the administration, I will post them on the Faculty Senate Listserv.

On behalf of the Senate I would like to thank:

Kevin Delaney, Stephanie Fiore, Michele Masucci and Dan Berman, who took two hours from impossible schedules to meet with us on the 19th and update us on an unprecedented and rapidly evolving situation. I know they and their staffs are working diligently around the clock to solve the many unique and serious issues that we are facing. They have all volunteered to keep our channels of communication open.

Our administrators and staff at all levels, who are also doing their very best under extremely trying circumstances to keep the university performing its functions.

You, our colleagues, who are routinely performing above and beyond the call of duty in teaching, supporting our students and otherwise effectively assisting the university and community in many, many different ways.

Our students, who, in spite of facing many adversities, are rising to the occasion and helping us, their peers and their communities in this trying time.

As I said on March 19th, we will continue all Senate activities (including the April 15th University Faculty Senate meeting) for the remainder of the year and, should the need arise, we’ll be glad to hold another special meeting.

This is an unprecedented crisis, but I’m confident that we will come out of this. Stay strong, well and healthy.

Again, thank you all. Together, we are Temple and we will survive and thrive!

Best,

Rafael A. Porrata-Doria
President
Faculty Senate

True Grit!

By Stephanie Laggini Fiore, Ph.D
Assistant Vice Provost
Center for the Advancement of Teaching



What a wild ride the past weeks have been! The Center for the Advancement of Teaching (CAT) was in the middle of providing support to Temple Japan and Temple Rome to move their instruction online when the call came from the Provost's office with a simple message: "Get ready for main campus!" I'll admit I didn't sleep well that night,

anticipating already the enormity of the task ahead, the challenges that our faculty and our team would face, and the very real responsibility to make sure we could provide an education for our students. Subsequent participation in university-wide committees tasked with making what seemed almost impossible actually happen introduced me to all of those people on the front lines responsible for health, student services, information technology, emergency management, human resources, communications, and so much more. Our university is a complex ecosystem and the number of decisions to be made on a daily basis were (and are) staggering.

But at the heart of this effort is academic continuity, and that means you, our faculty colleagues, who had to shift to an online learning environment in just a few weeks time. By extension, that meant us, the CAT team of 13 faculty developers, educational technology specialists, and operations experts, whose job it would be to guide that process and lend support. I am daily amazed at the genius, resilience, and patience of the CAT staff during this crisis. In one week's time, we created the [REMOTE: Resources for Emergency Online Teaching](#) website, developed and launched workshops and webinars to assist faculty in thinking about how to teach online and how to accomplish their classroom tasks - such as discussion, lecture, and assessment - online, trained faculty on ed tech tools such as Zoom and Voicethread, and began an email campaign to direct faculty to resources and to push out even more advice and guidance on a regular basis. We also scheduled our staff so that they would be available for consultations with faculty from 8:00am until 10:00pm every weekday and from 10:00am until 2:00pm on Saturdays and Sundays. We went out to schools and colleges, as needed, to consult with groups of faculty challenged with teaching in special contexts. We joined Temple faculty in thinking about how to conduct studio teaching online, CS faculty in deciding which assessments would work best online, Boylston faculty in brainstorming ways to teach music and dance online, Engineering to figure out how to allow students to complete their capstone projects, and so much more. We hoped that this suite of services would sustain, encourage, and support faculty to make the move to online teaching, support them when they felt worried and incapable of achieving this, and reassure them that they were doing everything they could. It might not be perfect online teaching, but it would do the trick.

Through all of this, we have seen remarkable creativity, thoughtfulness, and effort on the part of our faculty. From the faculty who never use technology in their classes and so had to learn from the ground up, to the faculty who figured out how to teach ceramics, lab media production, or acting online, to the ones who had to figure out what to do about students in field experiences or student teaching assignments, faculty have shown their dedication to student learning, their own ability to learn and grow, and their true grit. I am astounded at what I have seen and so incredibly proud. You have made this happen, my friends, and you should pat yourselves on your exhausted backs.

As we move towards the Summer I online classes, we'll be partnering with the Office of Digital Education (ODE) to provide Canvas course templates and other tools to give you a leg up in designing online courses from scratch. And, of course, the CAT will be here with even more information, training, and support as you take on this new task. Designing an online course in its entirety will give us a chance to take a moment to think about what worked and didn't in this emergency situation and pivot accordingly. As always, the CAT will be there to help you pivot. Look for new [webinars](#) in April on designing and delivering an online course.

Thank you again for all of the hard work you have done to complete this semester. As you continue this unprecedented journey, think about joining us for a casual check-in session every Friday at noon [Around the Virtual Faculty Water Cooler: Sharing Our Experiences with Online Teaching](#). I have met so many of you in these past weeks, and hope to meet the rest of you at the (virtual) CAT.

2019-2020 Faculty Awards Announced

The following are the Faculty Awards announced by President Richard M. Englert and Executive Vice President and Provost JoAnne A. Epps

The awards ceremony has been postponed as a result of the pandemic.



Faculty Service Awards

Paul LaFollette
Gerald Stahler
Ellen Walker
Maurice Wright

Stauffer Award

Kimmika Williams-Witherspoon

Part-Time Faculty Excellence in Teaching and Instruction Award

Kevin C. Cannon
Jonathan A. Grode
Ephraim Schäfli

Provost's Award for Teaching Excellence in General Education

Robert-André F. Rarig

Lindback Distinguished Teaching Award

Jane B. Baron
Alexandra Krull Davatzes
Dustin Kidd
Steven N. Popoff
Michelle C. Scarpulla
Jeffrey Solow

Paul W. Eberman Faculty Research Award

John P. Perdew

Temple University Faculty Research Award

Jennifer Orlet Fisher

Faculty Award for Creative Achievement

Jesse Harrod

Great Teacher Award

Eduard Schmieder
Ralph F. Young



Editorial (Continued from page 1)

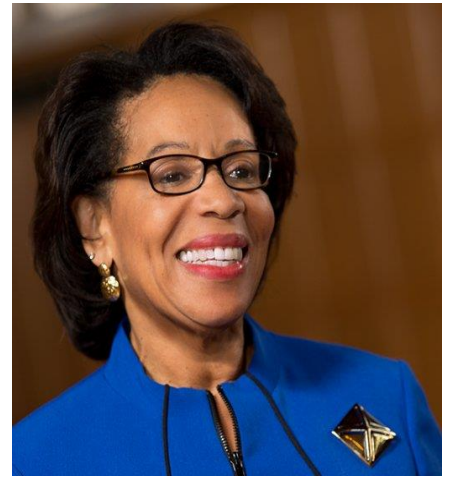
I know that this is not possible for everyone everyday. But it is urgent for you to understand that any in-person interaction with someone who is not part of your “isolation group” has the potential to infect not just one other person, but to that person’s entire isolation cohort. Even interactions undertaken with utmost caution are less secure than no interaction at all, and every unnecessary act of personal contact is a threat and an insult to those who are already putting themselves at risk to keep the rest of us safe – the health workers, nurses, doctors, police, firepersons, mail delivery personnel, grocery workers, farmer workers – all those essential workers are risking their health for yours and you can best repay them **by staying at home** as much as possible, and taking appropriate precautions when it is not possible.

It is, perhaps, too easy for me to say this. I have a loving wife, a large house and yard, and as an introvert I have been practicing my whole life for this moment. For many of you, this is a much more challenging endeavor and I would encourage all of us, but especially my tenured colleagues, to remember that we live a far more privileged existence than our contingent brothers and sisters. Try to reach out to them if you can and find out how they are doing and whether you can help. Do the same for our staff.

Finally, do not be tempted to break your isolation too early. Don’t be persuaded by yourself that a little extra socialization won’t hurt. Don’t be persuaded by our politicians that the stock market is more important than the lives of those you may risk by beginning to socialize too soon. As one who practiced emergency medicine for a decade, I assure you that you cannot begin to imagine the level of exhaustion, stress, and fear that our doctors and nurses and first responders are living with. Respect them by doing your part.

And that brings me back to gardening, for growing a garden as about allowing things to take place in their own time. As the poet May Sarton observed, “Everything that slows us down and forces patience, everything that sets us back in the slow circles of nature, is a help. Gardening is an instrument of peace.”

Communications from President Englert and Provost Epps between January 30, 2020 and March 26, 2020 regarding the Covid-19 pandemic



January 30, 2020

To the Temple community:

You have probably seen media reports about an outbreak of pneumonia first identified in Wuhan City, China, caused by a new [coronavirus](#). The Centers for Disease Control and Prevention (CDC) is closely monitoring this evolving situation. The latest information on the spread of the illness is available at [CDC Novel Coronavirus](#). The [World Health Organization](#) is also tracking the disease. We recommend you follow this advice and check their sites often.

As per the university’s [International Travel Policy](#), the latest information has resulted in a suspension of [university-affiliated student travel](#) to China. More information on this change can be found on Temple’s [International Advisories & Alerts](#) page.

It is important to note that at present, there are no confirmed cases of the coronavirus in Philadelphia or at any campus of Temple University, either in the U.S. or abroad.

The university has been in contact with students who have traveled from China to inform them of the situation and how they can stay updated. If you traveled to China, especially Wuhan City, on or after Dec. 1, 2019 and feel sick with fever, cough, or difficulty breathing, you should:

- Seek medical care right away. Before you go to a doctor’s office or emergency room, call ahead and tell them about your recent travel and your symptoms.
 - Student Health Services: 215-204-7500
 - Employee Health Services: 215-204-2679
- Avoid contact with others.
- Do not travel while sick.
- Cover your mouth and nose with a tissue or your sleeve (not your hands) when coughing or sneezing.
- Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer if soap and water are not available.

This is the time of year when colds and the flu are common. The same precautions noted above should be taken if you come down with a cold or the flu.

Thank you for your cooperation. We will keep you updated on any significant changes.

Sincerely,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

February 3, 2020

To the Temple community:

Last week, we informed you that the situation regarding the novel coronavirus in Wuhan, China triggered a suspension of [university-affiliated student travel to mainland China](#). Since that time, the U.S. Department of State has issued a Level 4 travel advisory recommending against all travel to mainland China. In keeping with the university's [International Travel Policy](#), we are suspending university-affiliated travel by faculty and staff to mainland China, effective immediately. The suspension will continue through the end of February, when this decision will be reviewed.

Temple University leadership continues to monitor the situation carefully. We recommend accessing the latest information on the impact of the illness from reliable sources like the [CDC Novel Coronavirus](#) website and the [World Health Organization](#). In addition, we continue to work with International SOS and other organizations to ensure that members of the Temple community are safe, here or abroad.

Once again, we want to thank you for your cooperation. We will keep you updated on any significant changes.

Sincerely,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

February 28, 2020

To the Temple community:

We wanted to update you on how COVID-19 is impacting our study abroad students and the campuses at Temple Rome and Temple University Japan.

Leaders at our international campuses and here at Main Campus have been working around the clock to ensure the safety and welfare of our students. We want to thank all those involved in our education abroad programs in Japan, Rome and around the globe for their diligence and tireless efforts on behalf of our students.

It's important to note that no one at any of these campuses has contracted COVID-19, and no Temple student has come down with the illness anywhere in the world, as far as we are aware.

However, in light of the changing situations in different nations, we have made the following decisions:

China

University-affiliated travel has been suspended for students, faculty and staff through April 30.

South Korea

On Feb. 26, the U.S. Department of State [raised its travel advisory to Level 3: Reconsider Travel to South Korea](#), and on Feb. 24, the Centers for Disease Control and Prevention (CDC) [raised the travel advisory to Level 3: Avoid Non-Essential Travel to South Korea](#). As a result, the university has suspended student travel to South Korea immediately, including Spring 2020 programs.

We have contacted the students in South Korea directly, advising them to depart the country immediately. Those students planning to travel to South Korea have been told they should make alternative plans. We will be working with these students regarding the academic continuity of their spring semester.

The suspension of travel to South Korea will continue through April 30.

Temple University Japan

In order to put TUJ in sync with many Japanese universities that are currently not in session, and in response to Prime Minister Shinzo Abe's request this week to close public schools to curb COVID-19 transmission, TUJ will suspend classroom teaching for two weeks, beginning Monday, March 2.

During these two weeks, classes will be taught online so that students do not lose progress in their coursework. We would like to stress that this is a preventative measure; no cases of COVID-19 have been reported at TUJ, and the campus will remain open.

In addition, Temple University Education Abroad students who wish to go home are now authorized to leave and continue their coursework online. Instructions on taking this step have been shared with the students.

Temple Rome

Today begins Spring Break at Temple Rome, and we have advised students to avoid traveling out of the country. It's important to note that no cases of COVID-19 have been reported at Temple Rome.

As is true in Japan, Temple University Education Abroad students at Temple Rome who wish to go home are now authorized to leave and continue their coursework online beginning Monday, March 9. Temple Rome students have received instructions on how to take this step.

Provisions are also being made to teach Temple Rome classes online for the remainder of the semester, should the need arise.

We want all of you to know that we continue to monitor the changing situations and will continue to make those vital decisions to ensure the safety and welfare of our students, wherever they are, whenever it is warranted. Updates will be posted to the [Temple University COVID-19 FAQ](#) page, which includes links to our Temple Rome and Temple Japan websites.

In closing, we want to send our deepest thanks to our students who have worked so hard under sometimes difficult circumstances. The grit and determination that make Temple Owls persevere has been shown time and again in recent weeks. We are so proud of all of you.

Sincerely,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

March 4, 2020

To the Temple community:

We want to update the University Community on COVID-19 and its impact on Temple's students, faculty and staff who are abroad.

We want to remind you that no coronavirus cases have been reported at any of Temple's domestic or international campuses.

On Friday evening, the Centers for Disease Control and Prevention elevated their travel warnings for several countries. As a result, Temple University will require any students, faculty or staff who have traveled during the previous 14 days to [countries designated by the CDC](#) as having sustained transmission to self-monitor for 14 days from their arrival in the United States, before returning to classes or work on Main Campus. Faculty and staff members who are self-monitoring for this period should notify their chair or supervisor immediately and should also notify Student or Employee Health, as appropriate.

Self-monitoring for 14 days means staying at home and avoiding group gatherings and public spaces, including Temple's campus. You should also monitor your own health carefully, taking your temperature at least once a day.

Most importantly, if you develop a fever, cough or have difficulty breathing, you should immediately contact health care professionals—your family physician, local health authorities, or Student or Employee Health. You should call before visiting your health care professional.

We have also made some recent decisions regarding international study and travel.

Rome

We have ended in-person teaching at [Temple Rome](#) and will begin online education starting March 9. The 283 students at Temple Rome have been advised to return home, and our dedicated teams in Rome and on Main Campus are coordinating their efforts to ensure as smooth a transition as possible. Many are opting to go to their homes; some hope to finish the semester on campus. As recommended above, these students will self-monitor for 14 days at home before entering campus life.

In keeping with previous travel decisions, Temple is also suspending student travel for the entire country and suspending faculty and staff travel to those areas with a Level 4 advisory from the U.S. State Department.

South Korea

Student travel is already suspended for the entire country. We are now suspending faculty and staff travel to the Level 4 areas.

This is a highly dynamic situation, and we continue to monitor and make plans for both our study abroad and domestic students. Maintaining our students' education in a safe environment is our top priority. We want to thank everyone who has been part of our process so far. Your dedication to our students is in the finest tradition of *Perseverantia Vincit*.

Sincerely,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

March 6, 2020

Dear Colleagues:

As we prepare to welcome our students and colleagues back to campus next week, I ask for your immediate attention to two coronavirus-related issues. The first pertains to academic continuity in the event of deteriorating conditions. The second pertains to students returning to the U.S. from study abroad or after spring break travel to affected areas.

Topic number one is that we need to ensure that we will be prepared to finish the semester in the event the coronavirus makes in-person teaching challenging, or even prohibited. To that end, President Englert and I have required the Deans to develop contingency plans with the support of the Center for the Advancement of Teaching (CAT) to move all courses online should that become necessary. These plans will include resources and support to guide you in how best to move instruction online, as well as training on how to use online learning tools, including Canvas and Zoom, to ensure students have every opportunity to complete their spring semester academic coursework with minimal disruption. Your dean and Stephanie Fiore, Assistant Vice Provost for CAT, will be in touch very soon with information about the resources available.

The second topic involves compassion and understanding. In accordance with CDC guidance and ensuing university requirements, we have students returning from both study abroad programs and spring break travel who must self-monitor at home for 14 days before returning to campus. These students have been asked to contact their faculty for help in maintaining progress in completing their coursework. In addition, we may have students who are immunocompromised and who, on the advice of their healthcare professionals, may need to spend time away from campus. I recognize your need to maintain academic standards and students' need to meet them. The issue is how. I am pleading with you to be flexible, helpful, resourceful.

Please know that we have had teams of people, faculty and staff, working tirelessly on these and a host of other coronavirus-related matters. We have an emergency management structure in place that we have activated, and we are gratified that we have laid the foundation for this uncertain terrain. To be successful, we need your help, and we need it right away. It has been my experience that Temple faculty members always rise to the occasion when called upon. I am sure that will continue to be true here and compassionate in working with these students to find the best way forward.

Sincerely,

JoAnne A. Epps

Executive Vice President and Provost

March 9, 2020

To the Temple community:

Welcome back! We hope you enjoyed your spring break.

Spring break is normally a quiet week on campus, but this year was an exception with growing awareness about the coronavirus (COVID-19). As the situation around COVID-19 continues to evolve globally and locally, we want you to know the steps we've already taken and how we are building our plans for the future. While events like these can be unsettling, you should take comfort in knowing that our actions have only one goal: keeping you healthy and safe, while ensuring that we continue to deliver a high-quality education.

We also want to tell you what medical experts have repeatedly told us: This is not a time for panic, but for preparation in order to make well-informed decisions. We have been gathering expertise from our vast Temple community, as well as city, national and international experts. You are also an important part of our campaign to stay well, as you can see from the actions we've outlined here.

Campus health measures

- As noted below, any students, faculty or staff who have traveled to areas of the world where sustained transmission of COVID-19 is occurring (China, Iran, Italy, Japan and South Korea) have been advised that they may not return to campus until they complete a 14-day self-monitoring period. Visitors to campus should adhere to the same guidelines.
- The university is working with experts in the College of Public Health and Wellness Resource Center to develop a public health messaging campaign. Their message is that our behavior can make a difference in the spread of the virus. Here are some measures you can and should be taking:
 - Wash your hands often and thoroughly with soap and water. Wash for at least 20 seconds. [Read more about handwashing from the Centers for Disease Control and Prevention \(CDC\)](#).
 - If soap and water are not available, use an alcohol-based hand sanitizer with at least 60% alcohol.
 - Avoid sharing food, drinks or eating utensils with others.
 - Avoid close physical contact, including hugging and handshaking.
- Use disinfecting wipes to clean and sanitize your workstation as needed.
- Additional measures to ensure that campus buildings are cleaned and disinfected are being taken.

Travel suspensions and restrictions

- Students, faculty and staff travel for any reason to any areas under a Level 4 advisory from the U.S. Department of State has been suspended. Restricted travel locations include all of China, as well as areas in Italy and South Korea that are under a Level 4 advisory. Student travel to China, South Korea and Italy has been suspended.
- Anyone who has traveled to [countries designated by the CDC as being sites of sustained community transmission](#) of COVID-19 has been told to stay home to self-monitor for the CDC-recommended 14-day period to ensure that they do not become ill. Deans, department chairs, faculty members and supervisors have been advised of steps they should take to accommodate students or staff who must stay off campus during a self-monitoring period.
- University-affiliated travel to [any area that has a Level 1 or higher warning for COVID-19 specifically from the CDC](#) has been suspended through the end of the semester. Staff and faculty members should discuss any planned conferences with their cognizant vice presidents, deans or supervisors and seek teleconferencing options.
- A questionnaire regarding your recent travel will be available in TUportal on a specially created tab dedicated to updates on the COVID-19 situation. Please fill out this survey as soon as possible, as it will help our efforts to support those who need to stay off campus for a period of time and to ensure everyone's health.

Academic continuity planning

- With support from the [Center for the Advancement of Teaching](#), all faculty members have been advised that they must prepare contingency plans to continue teaching their courses online should campus operations be interrupted by a local outbreak.
- Likewise, students should evaluate their readiness to transition to online learning. For most students, all it takes is a device that can access the internet and is up-to-date (computer, laptop, tablet or smartphone), and a reliable internet connection. Should Temple move entirely online, look for more communication to students on how to make this transition seamlessly.

International campuses

- [Temple University Rome's in-person academic operations have been suspended](#) for the remainder of the spring semester. This decision was made in response to the CDC and State Department elevating their travel advisories to a Level 3 for all of Italy, advising against all non-essential travel to the country. Rome faculty, with the support of the Center for the Advancement of Teaching, began teaching their courses online today.
- Temple University Japan's (TUJ) in-person academic operations closed March 2 for a two-week period. TUJ faculty are teaching their classes online during this period. Students have not been called home from Japan.
 - [All university communications and a list of frequently asked questions about COVID-19 and Temple's response are published online](#). This page is a great resource for the latest information on this situation as it pertains to Temple. We will continue to send updates as needed.

As you can see, Temple University has come together and already accomplished a lot. We also know there will be challenges ahead of us. It is times like these when we are overwhelmed by the expertise and dedication of our faculty—particularly at the Lewis Katz School of Medicine—and staff, who have been working tirelessly to ensure our safety and academic continuity. We have been touched by the perseverance of our students, some of whom have experienced dramatic change in a short time. We also draw strength from the ways Temple community members have reached out to offer any help they can to each other.

Thank you for your patience and your commitment to the fellow members of your Temple University family.

Sincerely,

Richard M. Englert

President

Temple University

JoAnne A. Epps

Executive Vice President and Provost

March 11, 2016

Date: Wednesday, March 11

To the Temple community:

We have several important updates regarding measures we are taking to keep our Temple University community healthy and safe amid the spread of COVID-19, the disease caused by the novel coronavirus.

As we have said in the past, we are focused on ensuring the health and safety of our community members, and on the successful completion of our students' spring semester. To that end, we are implementing a social distancing strategy to address the concerns surrounding the coronavirus. Therefore, **Temple University's U.S. campuses will end in-person instruction on Friday, March 13.** We will begin online and alternative learning methods on Monday, March 16, which will continue through the end of the spring semester.

Information for students on U.S. campuses:

- Students in Temple housing should vacate as soon as possible, but no later than Saturday, March 21 at 5 p.m.
- Students needing to stay beyond March 21 may request an extension. University Housing and Residential Life staff will send an email to students with information regarding the move-out process and extension requests. The university will permit students, including international students, who are unable to return home to remain in university housing through the end of the semester.
- We also encourage students who live off campus (e.g. apartments and fraternities), to return home through the end of the semester.
- **Information for faculty on U.S. campuses:** The university has been working with faculty to move classes online. All faculty will be contacted by their deans to provide any additional assistance, if needed.
- The university has a continuity plan in place to allow its research operations to continue. Any questions can be directed to the Office of the Vice President for Research (OVPR@temple.edu). The OVPR will provide updates to the Temple COVID-19 website, including answers to frequently asked questions, links to resources for research and guidance on research continuity.

Information for staff on U.S. campuses:

- Staff should continue reporting to work as usual and take the recommended steps to prevent illness as outlined on the [university's website](#).
- Staff with high-risk factors (e.g. chronic illness) should speak with their supervisor about the possibility of telecommuting. If you feel sick, please remain at home.
- University offices and research labs will remain open until further notice.

University events on U.S. campuses:

- The university urges you to postpone or cancel all non-essential events until further notice and consider alternatives to in-person events such as conducting meetings via online tools.
- We are working on contingency plans for Commencement and will be sharing information with you as soon as possible.

Updated travel guidelines:

- Temple is suspending all university-affiliated international travel for faculty, staff and students through the end of the spring semester, unless expressly approved by the Provost.
- We strongly discourage domestic university-affiliated travel and personal travel, both domestic and international, to geographic areas with sustained community transmission or to areas that could result in quarantine or isolation upon your return.

This is a significant transition, and we know that it may be difficult and raise many questions. We promise to work diligently with the university community in the days to come to help make this transition as smooth as possible for everyone. [All university communications and a list of frequently asked questions about COVID-19 and Temple's response are published online](#). This page is regularly updated, and is an important resource for the latest information on the changes taking place at Temple. We will continue to post updates here.

We have full faith in the resiliency of our students and the commitment of our faculty and staff. Temple Owls have never backed down in the face of a challenge, and this is no exception. You are all the living personification of our motto: "Perseverance Conquers."

Sincerely,

Richard M. Englert
President

JoAnne A. Epps
Executive Vice President and Provost

March 13, 2020

To all Temple employees:

The purpose of this communication is to tell you how Temple will move forward. Unless you have been told otherwise by your manager, all employees should plan to report to work on Monday, March 16, at which point the university will begin to implement alternative work arrangements.

As you know, the COVID-19 pandemic brings with it challenges that few of us have ever experienced, including quickly changing circumstances and increased uncertainty. However, in combating the worldwide spread of infection, we are doing our part to encourage social distancing, reduce population density on our campuses, and support remote learning and instruction.

Temple has responded to this extraordinary moment in our history by shifting from in-classroom instruction to online and alternative education, and most of our students will leave campuses before Saturday, March 21. We will continue to support a very small number of students who are unable to return home, but for the most part, our students will continue their academic programs off-campus.

Employee Roles and Work Arrangements

We recognize that certain employees normally have roles that can only be carried out on-campus. Some employees will continue to be required to report to campus, while some may be given alternative work assignments and permitted to work remotely. It is each manager's responsibility to ensure that we are able to continue to carry out the mission-critical functions of the university without interruption. Managers should use their discretion when making decisions about work plans over the next several days. We know that there will be challenges to creating effective work plans for all employees, and some creativity and ingenuity may be necessary.

Supervisors will provide direction, determine work plans and thereby ensure the continuity of these critical operations. Just by reducing the population of people on campus every day, we are creating an environment that is considerably safer for those employees who can only do their jobs on campus.

Please note that schools that provide patient care may have their own guidance on work arrangements.

Implementation of Business Continuity Plans Effective Monday, March 16

The need to shift to remote instruction brings with it a significant change in the way we work, and we anticipate that this shift will become increasingly vital to national mitigation efforts. Therefore, all schools, colleges, support and administrative units should begin to implement their business continuity plans on Monday, March 16, and continue to do so until further notice.

Plans must include the continuation of service for our students who remain on campus, particularly through next week. Your continuity plans must also ensure that each group will continue to carry out the functions of the university's mission: academic instruction, business functions, support operations, research and clinical practices. Managers will need to ascertain how departments and units will carry out uninterrupted services, in person if necessary, to our primary customers, especially our remaining students. The services do not have to be fully staffed, but employees should be prepared to be responsive. Continuity work plans might involve maintaining a presence on campus, working entirely remotely or some combination of both.

It may also take teams a few days to create a workable plan for implementation, and that is expected and understood.

Resources for Effective Continuity of Operations

We take the vital functions of the university very seriously, and in order to assist you in this effort, Temple University has many platforms to help enhance your capabilities for working remotely: For example, Canvas can be used as a department's dashboard; Zoom can be used for remote meetings and presentations; Microsoft Teams provides a space for team collaboration; and Owlbox and Google Drive are resources for file-sharing of non-sensitive documents.

Resources to support how teams learn to use these platforms, including recorded trainings, are also being made available by ITS, and a link can be found [here](#). Remember that this is a time of disruption, and as you create and become comfortable with your continuity plans, your team will become more proficient and you may be ready for new adjustments.

Due to limits on capacity of certain tools such as Citrix, we ask that you limit your time on this remote VPN access tool to times that you absolutely need that capability. Use the other platforms listed above as much as possible, and log out when you no longer need access.

Human Resources is also available to provide any assistance you may need in developing or thinking about your plan.

Student Workers

For those departments which depend on student workers to carry out mission-critical functions, students who are able to work remotely should be permitted to do so. Each student should consult with their supervisor to determine how they might work going forward.

Moving Forward

We continue to monitor the advisories coming from the city, the Commonwealth of Pennsylvania and the Centers for Disease Control and Prevention. Buildings will remain open for critical operations such as research, and Temple will continue to provide security services. Given the fluidity of this situation, please be prepared for changes in building access, and be sure to continue to communicate your needs with your manager as we navigate this challenging time.

We are grateful for the many ways in which our dedicated workforce has been responding. Each hour seems to bring new changes, but our Temple team has been flexible and continuously focused on the vital service we provide to our students. The measures taken now to mitigate the impact of the coronavirus are essential to our eventual return to normal operations.

Thank you for all you do and for doing your part to enable Temple University to continue our mission during this dynamic and uncertain time. We are confident that you will continue to support each other in the days and weeks ahead.

Sincerely,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

Kevin Clark

Executive Vice President and Chief Operating Officer

March 23, 2020

To the Temple University community:

The past few weeks have been tumultuous for our university and our nation. While many of us have scattered to our homes, we have been amazed at how the Temple University community members have held together, supported each other and ensured the continuation of our vital mission.

Just as you adjust to your new lives, we at Temple are working through some increasingly difficult decisions—one in particular that has not been made lightly and was made with heavy hearts. It is with great sadness that we share with you that our spring on-campus Commencement exercises will be postponed. While this is difficult to report, we have no doubt that you will understand the need to protect the health and well-being of you, your fellow graduates, your family, friends, and the wider community during this uncertain and challenging time.

While we will not hold the traditional in-person ceremony on May 7, we are exploring alternatives to this long-standing celebration of your achievement. Over the next few weeks, as we all learn more about the impact of this pandemic and whether social distancing will still be a necessary component in our lives, we will engage our students in the conversation around a meaningful recognition.

Regardless of the shape Commencement takes, we will join with you in celebrations that live up to this momentous occasion in your lives. And, of course, those prospective graduates who meet the academic requirements will earn their degrees as of May 7.

We also have news on several other fronts.

Several weeks ago, we announced the suspension of university-affiliated international travel to specific nations through the end of February. Based on the current world situation, we are now suspending all faculty and staff university-related international travel through May 31. And for students, we are suspending all university-affiliated international travel through June 22.

We are also canceling all campus events through May 31.

In response to many questions about the future of summer programs, you should know that the Summer I session at Temple will still occur, but it will be moved to an online format. Priority registration for Summer I will be delayed by one week and will start on April 2.

To the Temple University community:

The past few weeks have been tumultuous for our university and our nation. While many of us have scattered to our homes, we have been amazed at how the Temple University community members have held together, supported each other and ensured the continuation of our vital mission.

Just as you adjust to your new lives, we at Temple are working through some increasingly difficult decisions—one in particular that has not been made lightly and was made with heavy hearts. It is with great sadness that we share with you that our spring on-campus Commencement exercises will be postponed. While this is difficult to report, we have no doubt that you will understand the need to protect the health and well-being of you, your fellow graduates, your family, friends, and the wider community during this uncertain and challenging time.

While we will not hold the traditional in-person ceremony on May 7, we are exploring alternatives to this long-standing celebration of your achievement. Over the next few weeks, as we all learn more about the impact of this pandemic and whether social distancing will still be a necessary component in our lives, we will engage our students in the conversation around a meaningful recognition.

Regardless of the shape Commencement takes, we will join with you in celebrations that live up to this momentous occasion in your lives. And, of course, those prospective graduates who meet the academic requirements will earn their degrees as of May 7.

We also have news on several other fronts.

Several weeks ago, we announced the suspension of university-affiliated international travel to specific nations through the end of February. Based on the current world situation, we are now suspending all faculty and staff university-related international travel through May 31. And for students, we are suspending all university-affiliated international travel through June 22.

We are also canceling all campus events through May 31.

In response to many questions about the future of summer programs, you should know that the Summer I session at Temple will still occur, but it will be moved to an online format. Priority registration for Summer I will be delayed by one week and will start on April 2.

Be well,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

March 25, 2020

To the Temple University community:

All of us have made some serious adjustments in our lives over the past few weeks. We have set up work spaces in our homes, learned how to meet and teach via Zoom and become experts at social distancing. These adjustments haven't been easy, but we've been heartened by the many upbeat and positive reports we are hearing across the Temple community.

Just as we planned for the shift to a virtual campus, we are now planning for life after COVID-19. One day, we will all be back on a bustling campus, enjoying each other's company and working together at a university that is strong and mission-oriented. That is a future that's clear to us.

A major challenge we face in planning for the future is that we do not know how long the current situation will last, or what the total financial implications might be. Consequently, out of an abundance of caution, we need to take specific actions—both immediately and in the long term—that we are confident will ensure Temple's ability to provide the excellence in education, research and service that has become our hallmark.

Immediate Actions

This week, we enacted an administrative hiring freeze. Deans should consult the Provost for faculty hires, and research-funded positions will continue unaffected. Administrative department heads who believe a position is essential can seek approval for that position through a process that has been communicated to deans, directors and other leaders of the university.

We also need every unit at the university to reduce all spending immediately, as much as possible, without affecting the quality of services we provide to our students.

Future steps

In addition, we are asking each division of the university to revisit their plans for a 5 percent budget cut for next fiscal year. Each group should begin to immediately work on how this will be accomplished and have those plans to their respective budget heads by May 1, 2020.

Finally, we want every division on campus to carefully review its contracts with external vendors, consultants and other groups. You need to ask whether these services are essential to the education of our students, or the financial welfare of the university. If the answer is no, these services should be reduced or eliminated.

You should also know that we will be pursuing assistance from federal, state and local sources to help Temple transition through this time.

Those of you who were at Temple in 2008 will recall we took similar actions to counter the impact of the Great Recession. As a result, Temple's next decade saw it become better focused on its vital educational mission and become an economic powerhouse for the City of Philadelphia and the Commonwealth of Pennsylvania. We believe taking these measures now will position Temple to continue its role as a leader in urban, research-focused public higher education for the region and beyond.

Finally, we want to once again thank all of you for everything you've done for Temple University. The Temple community is a hardworking and caring one. As you spend time taking care of your families, please remember Temple is here to help if we can.
Be well,

Richard M. Englert

President

JoAnne A. Epps

Executive Vice President and Provost

March 26, 2020

To Temple University faculty and students:

One of the most frequent concerns I've heard since our transition to remote teaching and learning has been about grades. While I am confident faculty members are doing all they can to provide the best distance learning experience, we also recognize this is a unique time. In speaking with faculty and academic leaders across campus, and in reviewing what is being offered at other universities, we have agreed that a new set of grading options should be made available to undergraduate and graduate students for Spring 2020.

We will roll out more information about the grading options on Monday, but I wanted to give you an outline in advance:

1. All students will be able to decide to keep the standard letter grades.
2. Undergraduate students will be able to have some or all of their courses shifted to a credit/no-credit option.
3. Graduate students will likewise have a pass/fail option.

As students start to think about these options, it's important to understand that shifting from the current letter grades to the other options could impact their GPAs and the evaluation of their academic performance for graduate or professional school. In addition, some students may not be able to pursue these options due to licensure or similar concerns. **We strongly recommend students wait to hear from their schools or colleges before making a decision, so they will get the most value out of the semester.**

Please note that professional school grade options will be handled on a school-by-school basis.

You should also know that we will be allowing students more time to withdraw from a course. The previous withdrawal deadline was March 18. That deadline is now being extended to the last day of classes, April 27. Please note that students cannot receive a refund for a course withdrawal, and that professional schools will have the option of extending their withdrawal dates.

Finally, and most vitally, our priority throughout this experience has been to make sure our students complete their courses on time and move forward towards their degrees. We know that this has not always been easy, but have been encouraged by the resilience of our students and their faculty.

JoAnne A. Epps

Executive Vice President and Provost

