July 31, 2020

Daemen College
Faculty and Staff

Dear Colleagues:

As you might have heard by now, the primary and secondary schools in the Buffalo area are starting to announce their opening plans for the fall semester. They were waiting until now to try to make as informed a decision as possible and in conjunction with guidance and feedback from the State of New York. Now that we know their plan, and the potential impact that this may have on our faculty and staff, we felt it was critical to share some guidance that will help parents with their planning.

The Cabinet decided early on, and re-affirmed with this recent announcement, that we want to continue to make our faculty and staff a priority, as we have been doing throughout this crisis. To that end, we are empowering Cabinet members to be able to provide flexibility to team members who have child care issues as a result of the changes being proposed by school boards right now. We are asking that individuals who need flexibility with partial working from home to discuss this with their supervisor.

The supervisor should then make a recommendation to his or her respective Cabinet member for final approval. It will be incumbent on the employee and the supervisor to communicate about a proposed work schedule and make it work. We understand that during these times, working parents may be working from home while taking care of their children. We understand that this is a tremendous strain on everyone, and we will not force parents to make tough choices when it comes to their ability to properly care for their children. We will expect, of course, adherence to some basic expectations to ensure that work is being completed and the college is able to operate effectively.

These continue to be unprecedented times, and I would like to think that Daemen continues to respond in a proactive, thoughtful, and supportive way for all of our employees. Let's continue to work together to get through this.

Cordially,

Gary A. Olson
President