



DATE: March 15, 2020
TO: President's Executive Council
FROM: SMU Staff Members
RE: Staff concerns related COVID-19 and a formal request for a remote work option

As staff of Southern Methodist University, we write to share our thanks to all members of our University community and campus partners who are making difficult decisions related to the ever-evolving landscape caused by COVID-19. We also write to express concerns shared by many of our colleagues.

As committed members of the campus community, we love and believe in our work at SMU. We pride ourselves on the level of service and support we offer our students and this pride has been evident in recent weeks despite uncertain times. On the evening of March 15th, an announcement from President Turner signaled the University's intention to continue normal business operations. We believe this decision to be a mistake and feel a responsibility to communicate our concerns with our leaders.

Current SMU staff sentiments are articulated well by *The Chronicle of Higher Education* article, [What About the Health of Staff Members?](#) by David Perry. With health and safety in the forefront of our minds, we believe that our work can temporarily be performed remotely with the same quality to which our students, parents, and stakeholders have become accustomed.

We understand the University's need to require essential personnel to be physically present on campus. However, limiting the staff on campus to only those who must be physically present creates a safer environment for all. The unwillingness of the University to support remote work during the current crisis concerns us. Some staff are uncomfortable completing the request for emergency telecommuting due to the level of disclosure required, while others are afraid to communicate directly with their supervisors out of concern for their job. Many of our work environments are not conducive to the CDC's six-foot social distancing guideline. While the most recent communication suggests we are able to find workplace accommodations via our supervisor, we believe an important option to consider is remote work.

Additional restrictions announced this weekend in Ohio, D.C., L.A., and New York suggests the need for more aggressive social distancing. Even the CDC is foreshadowing a national closure in media releases.

As Perry concluded his article, we believe his insight rings true for SMU, “This moment will pass, but for everyone, in all categories of academe, the feelings about our institutions engendered by this moment will linger.” We want to ensure SMU community members remember they felt supported by their University during this unprecedented crisis rather than frustrated by limited decision-making.

We encourage you to consider a remote work option for staff or support supervisors in determining the best work arrangements for their teams based on the nature of their work.

Committed and concerned SMU staff:

This letter is no longer accepting signatures. See President Turner’s email dated March 17th, 2020 at 6:46p.m. to learn details of “Reduced Campus Operations.”

Names were added periodically - last updated March 17th, 2020 at 8:33p.m. We began collecting signatures at 9:48p.m. on Sunday, March 15th.

1. Lindsey Koch, Director, Office of the Student Experience
2. Dustin Grabsch, Director of Academic Initiatives, Residence Life & Student Housing
3. Jennifer Post, Director of Residence Life, Residence Life & Student Housing
4. Sue Bierman, Executive Director, Student Academic Success Programs
5. Dawn F. Norris, Executive Director, Student Involvement
6. Laura Shwartz, Student Support Coordinator, Office of Student Support
7. Nathan Faust, Residential Community Director, Residence Life & Student Housing
8. Jennifer M Jones, Executive Director, Student Development
9. J. Jay Orenduff, Director, Office of Student Success and Retention
10. Cresencio Cantu, Associate Director, Digital Marketing, DEA
11. Matt Nadler, Residential Community Director, Residence Life & Student Housing
12. Blake Pollard, Programs and Events Coordinator, Student Involvement
13. Cody Dumas, Assistant Residential Community Director, RLSH
14. Maria Schoppa, Residential Community Director, Residence Life & Student Housing
15. Lauren Chapman, Associate Director for Programs and Events, Student Involvement
16. Mark Cordero, HUB Advisor, Residence Life & Student Housing
17. Josh Beaty, Director of Advisor Education, Media, and Technology, University Advising
18. Mariel Hess, Assistant Director of Housing Operations, RLSH
19. Meghan Perez, Assistant Director, Office of the Student Experience
20. Scott Nelson, Assignments Coordinator, Residence Life & Student Housing
21. Susan Vollmerhausen, Associate Athletic Director, Athletics

22. Micah Johnson, Community Engagement Coordinator, Social Change Intercultural Engagement, Residential Community Director, RLSH
23. Rachel Ball-Phillips, Director, President's Scholars and National Student Fellowships
24. MK Rademacher, Employer Relations & Marketing Specialist, Hegi Career Development
25. Sheri Kunovich, Associate Provost for Student Academic Engagement and Success, Academic Affairs
26. Melinda Carlson, Assistant Vice President and Dean of RLSH
27. Adam Cebulski, Assistant Vice President for Student Engagement and Success & Chief of Staff, Student Affairs
28. Bonnie Pickett, Administrative Assistant, Department of Student Development
29. Erica Zamora, Director, Office of Social Change and Intercultural Engagement
30. Stephanie Howeth, Assistant Director of Marketing, Student Affairs Administration
31. Kristin Smart, Career Counselor, Hegi Family Career Development Center
32. LaTina Jackson, Sr. Learning Specialist, Student Academic Success Programs
33. Brittany Wright, Assistant Residential Community Director, RLSH
34. Sheumona Miller, Senior Academic Advisor, University Advising Center
35. Renée Gibson, Assistant Director for Residence Life, Residence Life & Student Housing
36. Gregg Suttle, Associate Director Housing Operations, Residence Life & Student Housing
37. David Tylicki, Sr. Learning Specialist, SASP/DASS
38. Susan Harris, Senior Academic and Honors Advisor, University Advising Center
39. Madison Mucci-Ferris, Residential Community Director, RLSH
40. Jennifer Ebinger, Director, Office of Engaged Learning
41. Danialie Fertile, Intercultural Engagement Coor, Social Change Intercultural Engagement
42. Veronica Davis, Associate Chaplain, Office of the Chaplain and Religious Life
43. Emily Kilburg, Residential Community Director, Residence Life & Student Housing
44. James Ramey, Assistant Director of Student Conduct and Community Standards
45. Nikole Melgarejo, Academic Success Counselor, Student Persistence and Achievement
46. Kim Bowker, Assistant to the Assistant Vice President and Dean, RLSH
47. Lauren O'Brien, Sr. Academic Counselor, Student Academic Success Programs
48. Camille McCallum, Program Specialist: Entrepreneurship, Office of Engaged Learning
49. Michelle Madsen, Assistant Director of Residence Life, RLSH
50. Lisa A. Miller, Director *ad interim* & Degree Counselor, Dedman Records/Academic Svc
51. Jesse Chambliss, Assistant Director, Office of the Student Experience
52. Laurin Folts, Assistant Director, Reading Specialist, ADSA
53. Alexa Taylor, Director, Disability Accommodations & Success Strategies
54. Becca Umobong, Director, Academic Skill Development, Student Academic Success
55. Lee Henry, Advancement Associate, Perkins School of Theology, DEA
56. Amanda Bobo, Assistant Director for Residence Life, Residence Life & Student Housing
57. Ashley Cason, Assistant Director for Programming, ISSS

58. Sarah Ballman, Residential Community Director, Residence Life & Student Housing
59. Yessica Carlos, International Data Coordinator, ISSS
60. Alexander Rentz, Residential Community Director, Residence Life & Student Housing
61. Christina Bindner, Prospect Development Associate, DEA
62. Sam McElreath, Athletic Academic Counselor, ADSA
63. Cameron Desonia, Assistant Director, Immigration Services, ISSS
64. Gina Garcia, Assistant Director of Fitness, RecSports
65. Mary Stewart, Tutor Coordinator, ADSA
66. Anna Marzillo, Associate Director, International Student & Scholar Services
67. Jonathan Ferris, Enrollment Services Specialist, University Registrar's Office
68. Heather McClary, Director of Research Compliance, Research and Graduate Studies
69. Karla Y. Bustillos, Administrative Assistant II- Housing Operations, RLSH
70. Kiel King, Assistant Director for Housing Operations, Residence Life & Student Housing
71. Staphany Lopez-Coronado, Assistant Director, Social Change Intercultural Engagement
72. Joshua Folmar, Writing Specialist, ADSA
73. Matt DeMonbrun, Senior Statistician, Enrollment Management Research Group
74. Candace Brown, Administrative Assistant, DASS
75. Cathleen Dolt, Student Involvement Coordinator, Student Involvement
76. Brooke Guelker, Executive Assistant, Office of the Provost
77. Albert Mitugo, Assistant Director, Outdoor Adventure Program, Recreation Sports
78. Karen Walters, Exec Assistant to the AD, Athletics
79. Lisa Rawlins, Director, ADSA
80. Caroline Kirschner, Data Analyst, Enrollment Management Research Group
81. Hollie Gardner, Director of Strategic Initiatives, SMU Libraries
82. Shanteria Cobb, Contract Management Specialist, Research and Graduate Studies
83. Lauren Smart, Professor of Practice, Journalism
84. Audryanna Reed, Administrative Coordinator, Residence Life & Student Housing
85. Maya Reeves, Residential Community Director, Residence Life & Student Housing
86. Jonathan McMichael, Undergraduate Success Librarian, Fondren Library
87. Sandra Bray-Scheidegger, Assistant Director, Hegi Family Career Development Center
88. Elizabeth Killingsworth, Associate Dean of SMU Libraries & Director Fondren Library
89. Kristina Nielsen, Assistant Professor of Musicology, Music
90. Tippi Polo, Coordinator, Art, Art History, Creative Computation
91. Renee Bell, Stacks Manager, Fondren Library
92. Amber Benson, Executive in Residence, Advertising
93. Alida Liberman, Assistant Professor, Dedman College, Philosophy
94. Marja Pietilainen-Rom, SSRN Coordinator, Library Specialist, Underwood Law Library
95. Jennifer Cessac-Andresen, Operations Coordinator, Fondren Library
96. Raina Watts, Academic Advisor, BBA Academic Advising and Records

97. Brenda Park, Executive Assistant to the Associate Provost, SMU Global and Online
98. Melanie Clemmons, Assistant Professor, Division of Art
99. Frances Hudson Fisher, Specialist, Advising and Programs, SMU Abroad
100. Karen Leeseberg, Outreach Librarian, Business Library
101. Dorrean Dyson, Senior Study Abroad Advisor, SMU Abroad
102. Lourdes Molina, Senior Lecturer, WLL
103. Griffin Sharp, Assistant Director of Health Promotion, Health Services
104. Michelle Ried, Assistant to the Director, Bridwell Library
105. Bethel Kumsa, Data Record Coordinator, Dedman School of Law
106. Ken Daley, Senior Lecturer, Philosophy
107. Nathan Mawhirter, Admission Counselor, Undergraduate Admission
108. Philippe Chuard, Associate Professor, Philosophy
109. Emily Cobb, Director, Student-Athlete Academic Services (SAAS)
110. Vanessa Salazar, Administrative Assistant, Hegi Family Career Development Center
111. Arlene Manthey, Leadership Gifts Officer, DEA
112. Sarah Jenkins. Reference and Instruction Services Librarian, Fondren Library
113. Wei Qu, Lecturer, World Languages and Literatures
114. Katelyn Godsey, Senior Program Specialist, Lyle School/Hart Center for Leadership
115. Myles Lascity, Assistant Professor, Journalism
116. Kathy Hubbard, Director Leadership Development, Lyle/Hart Center for Leadership
117. Denise DuPont, Professor of Spanish, World Languages, Dedman College
118. Haileigh Pettigrew, Research Assistant, Lyle/ Hart Center for Engineering Leadership
119. Linda Parker, Director, Lyle School of Engineering, Hart Center
120. Laura Hamilton, Research Compliance Coordinator II, Research & Graduate Studies
121. Stefano Maranzana, Lecturer of Italian and French, World Languages and Literatures
122. Tana Smith, Second Language Advisor, World Languages and Literatures
123. Liljana Elverskog, Senior Lecturer, World Languages
124. Sarah Nance, Assistant Professor, Division of Art
125. Maria Renata Eguez, Senior Lecturer, World Languages and Literatures
126. Teri Trevino, Financial Business Manager, Business and Finance Academic Support
127. Desmond Reed, Associate Director of Recruitment & Retention, Lyle Recruitment
128. Adria Richmond, Program Specialist and Lead Designer, Maguire Ethics Center
129. Leeann Oland, Administrative Assistant, ADSA
130. Aria Cabot, Director, Teaching & Technology Center, World Languages & Literatures
131. Christina Jensen, Head of Public Services, DeGolyer Library
132. Sally Parker-Ryan, Adjunct Lecturer, Philosophy
133. Matthew Lockard, Associate Professor, Philosophy
134. Ian Grieve, Assistant to the Coordinator, Art, Art History, and Creative Computation
135. Pamela Rhodes, Security Officer, Fondren Library

136. Ashley Rebello, Students Accounts Advisor, Office of the University Bursar
137. Lacey DeMara, Administrative Assistant, Philosophy
138. Joshua Crabill, Lecturer, Philosophy
139. Alyssa Reiman, Academic Advisor, University Advising Center
140. Elizabeth Russ, Assoc. Professor / Department Chair, World Languages & Literatures
141. Mary Guthrie, Meadows Admission Coordinator, Meadows School of the Arts
142. Hanna Axene, Assistant Director, Academic Counselor (Men's Basketball), ADSA
143. Riley Cronin, Financial Aid Advisor, DES
144. R. Arvid Nelsen, Rare Books & Manuscripts Librarian, Bridwell Library
145. Tyeson Seale, Marketing Coordinator, SMU Libraries
146. Lydia Allen, Director of The Writing Center, A-LEC/SASP
147. DeMarias O'Banner, Academic Advisor, University Advising Center
148. Candy Crespo, Associate Director, Maguire Center for Ethics & Public Responsibility
149. Teresa Janicki, Coordinator, World Languages & Literatures
150. Eleanor Luna, Associate Director of Residence Life, RLSH
151. Angie Ruiz, Associate Director, UBO
152. Landon Massey, Academic Counselor, ADSA
153. Susana Solera Adoboe, Senior Lecturer WLL, Secretary of the Faculty Senate
154. Melissa Johnson, Instructional Design Librarian, Business Library
155. Talia Weltman-Cisneros, Lecturer, World Languages & Literatures
156. Celeste Flores, Administrative Coordinator, UBO
157. Paley Wu, Assistant Registrar Communications, Enrollment Services
158. Deanie Kepler, Director, Parent & Family/Coordinator, Veterans, Student Experience
159. Ann Batenburg, Associate Clinical Professor, Teaching & Learning
160. Tanya Porter, Business Systems Analyst, Registrar
161. Cindy Pokrywa, Business Systems Analyst, Enrollment Services
162. Benisha Young, Office Coordinator I, Office of Research & Graduate Studies
163. Sherril H. English, Clinical Associate Professor, Simmons, Teaching and Learning
164. Melissa Stanford, Assistant Registrar - Academic Records, Registrar
165. Courtney Brown, Assistant Professor, Creative Computation, Meadows
166. Russell L. Martin III, Director, DeGolyer Library
167. Sherril English, Clinical Associate Professor, Teaching and Learning
168. Sabrina Gonzalez, Associate Director, Graduate Admission, Lyle School of Engr
169. Maria del Pilar Melgarejo, Lecturer, World Languages and Literatures
170. Ryan Goolsby, Technical Manager, Division of Art
171. April Turner, Abroad Advisor, SMU Abroad
172. Mark Fontenot, Clinical Professor, Dept of Computer Science
173. Olisa Dellas, Assistant Director of Academic Engagement & Outreach, Tower Center
174. Beth McConville, Academic Advisor, UAC

175. Andrea K. Barreiro, Associate Professor, Mathematics
176. Chris Meyers, Sr. Academic Counselor, Student Academic Success Programs
177. Ariel Ron, Glenn M. Linden Assistant Professor of the U.S. Civil War Era, History
178. T. Ashton Reynolds, PhD Student, Clements Department of History
179. Grace Vargas, Adjunct lecturer, Religious Studies
180. Jonathan, Grad Student/Oral History Project Manager, History
181. Erin Hochman, Associate Professor, History
182. Emily Brown, Graduate Assistant, Student Conduct and Community Standards
183. Paul Yovanoff, Professor, Simmons School Department of Teaching & Learning
184. Rachel Goodman, Academic Advisor, EMIS
185. Eric Barnes, Professor, Philosophy
186. Tammy Sherwood, Coordinator, EMIS Department, Lyle School of Engineering
187. Abby Dover, Head of Cataloging, Fondren Library
188. Timmie Hathorn, Director, Alumni & External Affairs, Meadows School of the Arts
189. Carol Miller, Electronic Resources & Serials Catalog Librarian, SMU Libraries
190. James Williamson, Digital Preservation Librarian, SMU Libraries
191. Megan Heuer, Head of Information Literacy, SMU Libraries
192. Evelyn Day, Research Librarian, Fondren Library
193. John Emmett, Sr. SFO Specialist, Bursar
194. Travis Rogers, Library Specialist IV, SMU Libraries
195. Breanna Webb, Electronic Resources Management Librarian, Fondren Library
196. Roberto Andrade, PhD Candidate, History
197. Elisa McCune, Library Specialist IV, Digitization and Metadata, SMU Libraries
198. Adam Neal, Assistant Director, Office of Engaged Learning
199. Amber Howell, Student Account Advisor, UBO
200. Sarah Garrity, Director of Athletics Hospitality, Athletics
201. Darryl Dickson-Carr, Professor and Chair, English
202. Monique Thompson, Administrative Coordinator II, Discernment and Discourse
203. Chandler Gobin, Testing Coordinator, DASS
204. Janet Bickel-Burton, Librarian I, Business Library
205. Monica Cordero, Asst Registrar of Curriculum Support, Registrar
206. Stephanie Amsel, Director, Discernment and Discourse
207. Eli Olinick, Associate Professor, EMIS
208. Monica Cordero, Asst Registrar of Curriculum Support, Registrar
209. Yazmin Strauss, Program Specialist, Applied Physiology & Sport Management
210. Eric Niedermayer, IT Consultant, OIT
211. Kolby Howard, IT-Consultant, OIT
212. Sarah Haight Sanabria, Head, Collections & Technical Services, SMU Libraries
213. Rajani Sudan, Professor, Department of English

- 214. Jake Batsell, Associate Professor & William O'Neil Chair, Division of Journalism
- 215. Misti Compton, Senior Academic Advisor, Lyle School of Engineering
- 216. Carol Dickson-Carr, Professor of Practice, Dedman, English and Economics
- 217. Kolby Howard, IT-Consultant, OIT
- 218. Daniel Moss, Associate Professor, English
- 219. Emily Sharma, Lecturer and Coordinator, DISC, Department of English
- 220. Beth Newman, Associate Professor of English
- 221. Sandi Edgar, Marketing Specialist, Temerlin Advertising Institute
- 222. Vanessa Hopper, Senior Lecturer, Discernment and Discourse / English
- 223. Joan Arbery, Lecturer, Honors DISC
- 224. Cristen Hamilton, Adjunct, Discernment and Discourse
- 225. Susan Norman, Lecturer, Discernment and Discourse
- 226. Patricia Pisano, Lecturer, DISC, English
- 227. Carol DeGrasse, Graduate Instructor, English
- 228. Kiersten Ferguson, Clinical Associate Professor, Education Policy & Leadership
- 229. Fernanda Reyes, Coordinator, Office of Social Change and Intercultural Engagement
- 230. Joselia Souza, Assistant, College Access Programs
- 231. Micaela Chambless, Global and Online Assistant, Global and Online