Dear Colleagues,

Despite the recent good news that vaccinations have started being delivered here in Tucson, we know that it will be several months before we start to see the positive impacts, and thus we know that the Spring 2021 semester will continue to present considerable challenges for our Wildcat community, including for instructors who are also care for children or adult family members. To assist in some measure, the Provost’s Office is committing $1M to provide emergency teaching support to instructors (including for graduate TAs who serve as the course instructor of record) whose ability to maintain their teaching obligations has been adversely impacted by the COVID-19 crisis due to changes in caregiving responsibilities. These funds might support, for example, hourly support for undergraduate or graduate students to grade work, added technical support for remote learning, etc. Department heads, chairs or directors may apply for funds via a simple form in UA Competition Space, starting Monday January 11, 2021. College deans will be asked to review and approve all requests, and prioritize requests if required. Available funding will be allocated roughly in proportion to the College’s forecast for credit hours delivered, and is available for the Spring semester only at this time. (Note: This funding is not available to support graduate Teaching Assistantships, but may be used to fund additional work by those already supported via TA-ships, up to a maximum of 9 hours per week through the Spring semester. The minimum hourly rate of pay for undergraduate students is $16 per hour, and for graduate students is $25 per hour, under this program.)

I warmly encourage all instructors who are also caregivers to work with their unit leader or program director to determine what additional support would be helpful to them.

I recognize that many employees are experiencing extraordinary stresses at this time. I encourage all teams to find flexible approaches to work that support the work-life balance of individuals, to the extent possible. As a reminder, Human Resources has the following resources available to support the needs of our Wildcat family.

- Resources and Supports for Parents
- Resources and Supports for Adult and Elder Caregivers
- Counseling and Mental Health Resources
- Community Financial Resources

This spring will continue to be a challenging time. We will continue to work together and find solutions to address the considerable stresses caused by this pandemic, and I ask each of you to continue to approach your shared work lives with as much compassion, support, and understanding for your colleagues as possible.

Regards,

Liesl

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