

Aloha Kākou,

I take great pride in the medical school's faculty, staff, and learners. We know that this is a challenging time with multiple messages from multiple leaders both within and outside of UH addressing COVID-19. We understand that it is natural and expected that each of us will have concerns related to the safety of the community, our family and our self. I previously provided information related to the most recent message from the Mayor, including a copy of his order. In that communication, I summarized some of the safety measures we have implemented at the Kaka'ako campus and the process for requesting a work at home or hybrid (split office/home) work environment.

Many of our faculty and staff members have already requested and have been approved for work at home or a hybrid work setting. Others have brought to my attention that there may be a perceived psychological barrier for employees to request approval to work from home or to establish a hybrid work environment. Such a perceived barrier was not intended, but now being aware of that concern, I ask our supervisors to join me in encouraging employees to seek means to do more work from home. Some employees may indeed be able to do all their work from home and if so, should do so. The only expectation is that those working (in part or fully) from home discuss and complete an approved work plan with their supervisors following the UH President's guidance.

With a variety of safety measures implemented at Kaka'ako (including closure to unscheduled visitors, increased social distancing and more proactive surface cleaning), the Kaka'ako facilities are available for our students to use, provided (1) the students do not have equally appropriate resources at home and (2) provided that the students maintain our social distancing expectations. We have encouraged students to notify the Office of Student Affairs or the Office of Medical Education if they will be using the MEB for study purposes, but they should not perceive such notification as a barrier.

Mahalo nui loa for your understanding during these challenging times. As noted previously, we can expect this new reality will last for months, not weeks. Therefore having a perspective that we are in this together and for the long-run, is important to establish at this time.

My thoughts are with each of you,

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