

**Subject:** University Adherence to Governor's Stay at Home Orders  
**Date:** Friday, April 3, 2020 at 5:59:10 PM Central Daylight Time  
**From:** Tucker, Ken  
**To:** All Faculty and Staff



## A Message from UWA President Ken Tucker

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Today, Alabama Governor Kay Ivey, issued a statewide Stay-at-Home order effective tomorrow, Saturday, April 4, 2020, at 5:00 pm. The Stay-at-Home order instructs individuals to stay at his or her place of residence except as necessary to perform an “essential activity.”

Due to steps already taken by the University, this order will have minimal impact on the University and its employees as we finish the Spring 2020 semester. Many employees, including most faculty, have already begun working from home (“telecommuting”), and this transition has worked well. If you have been telecommuting, you should continue to do so as previously directed. We sincerely thank you for your continued efforts as we strive to provide a quality education to our students – even more in times such as these.

For those employees who have been coming to work, even on a limited basis, the Governor’s order supports individuals leaving his or her place of residence for certain “essential activities,” including working at “essential businesses and operations.” One essential business, per the order, is educational institutions, such as the University. For the continued operation of the University, it will be necessary for some employees to be physically present on campus at least on a limited basis to complete certain job responsibilities. However, we assure you that any time on-campus will be kept to a minimum for any employee and they will be required to adhere to social distancing and other protocols. These employees will only complete job duties that cannot be done remotely and that are vital to the continued operation of the University.

Supervisors, in consultation with University administration, continue to review staffing schedules to determine which employees should report to campus and schedule those times accordingly. Work schedules previously determined for next week can still be followed, unless your supervisor instructs you otherwise. As before, any employee who can fulfill their job duties through telecommuting or other flexible work schedule is not required to be physically present at work unless directed otherwise. Any specific questions about work schedules, telecommuting, and whether there is a need for an employee to be physically present on campus should be directed to the employee's supervisor. If you are a supervisor and need assistance, please contact Robert Upchurch, director of human resources, at [rupchurch@uwa.edu](mailto:rupchurch@uwa.edu).

Although not required by the Governor's order, the University will provide to any employee, upon the employee's request, documentation that outlines their need for travel to and from their home to the University.

During this time, our top priority is for everyone to remain safe and healthy. Please remember to follow all guidance issued by the federal, state and local authorities. We encourage you to remain patient and cooperative with your colleagues as we all adjust together to work schedules and arrangements that are new and challenging to most of us. We are deeply appreciative of the support shown throughout our faculty and staff and inspired by your continued commitment to our students and to one another. Together, we will succeed.

Take care,

**Ken Tucker, Ph.D.**

President

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