

March 23, 2020

EMAIL TO EMPLOYEES FROM THE PRESIDENT

Colleagues and friends -

I wanted to personally communicate with you during these extraordinary times. So much has happened since we had the faculty/staff meeting a little more than a week ago. We are all working daily to confront the uncertain, serve our community and reflect the faith that we claim ... and to continue to make an impact on the lives of our students.

With all of the changes — the natural happenings that take place in our community during a spring semester coming to an abrupt halt, students preparing to study remotely, residence halls being vacated as well as most of us working from home this week — our work life is very different. You have a critical role in carrying out vital functions of the university in a time that is different and challenging. While the circumstances are unusual, you continue to make the educational process impactful, efficient and meaningful for our students.

With the determination that the rest of the semester will be taught online, our faculty and the team in the Center for Teaching and Learning have been working diligently to make the transition to remote classes for the remainder of the semester as smooth as possible. While there will likely be a few bumps along the road as together we navigate this new journey, you and your colleagues will be essential in making this educational experience a meaningful one for our students. I know that you are working extremely hard to quickly pivot in this new direction and know that the Board of Trustees and your administrative team recognize that our faculty have assumed an even more critical role in carrying out Lipscomb's mission. The decision to move online for the rest of the semester was a difficult one but, given the current situation, it is one that many institutions across the country have also made. Thank you for a passion for students that motivates you to teach in different ways.

There are so many of you who work daily behind the scenes to support our work. Today, I am particularly thankful for our housekeeping staff and service operations team. During this time, in partnership with experts in the Office of Risk Management, they are on the frontlines disinfecting our buildings and continuing to keep our facilities safe environments for our community. While many of us may be able to work from home, they are on campus working hard for all of us. To all of our staff, I want to thank you for your willingness to step more deeply into working remotely while continuing to support our mission in the many ways that you do each day. Thank you for your personal commitment to carry forward the mission of the Lipscomb community and for bringing to this difficult circumstance not only what you so expertly do but who you are.

As we have been over the last several weeks, the Incident Management Team meets daily and is working closely with the Board of Trustees as we are thinking about how we can secure the future of the institution over the next several years, both in the short-term but also the longer term. The task ahead is sobering but I continue to remind myself of a recent consultant's

observation that “nine out of ten Christian colleges would trade places with Lipscomb in an instant.” His perspective does not assure success, but it does suggest that we have unique assets and can be confident in our future if we walk through current challenges well.

You are receiving frequent email updates with practical information, and we will continue to share important updates in that way. We have also built an online resource — www.lipscomb.edu/COVID19 — that contains a great deal of information. I encourage you to visit it frequently as it contains answers to frequently asked questions, employee information and more. Shortly, a new initiative called “Lipscomb**Cares**” will be launched to respond to the pastoral needs of our community members. Through it we hope to remind ourselves of the larger narrative in which we live and support each other personally, physically, emotionally and spiritually.

While I am sure you have a network of colleagues and know the various offices that are prepared to support you, please send any questions that you may have that we have not addressed on our website or suggestions for us to consider to covidquestions@lipscomb.edu, and always feel free to email me directly to share your thoughts and concerns.

We often talk about “community” and hear from students that they chose Lipscomb because “it just feels right.” Now is a time, however unanticipated and unique, when we can demonstrate that sense of community in meaningful ways. May God bless you with good health, a bright spirit and the confidence of His unending love as you serve in this crucial time.

Blessings,
Randy