

[View this message on the web.](#)



UNIVERSITY OF MINNESOTA
Driven to Discover®

Office of the Executive Vice President and Provost Office of Human Resources

Dear Colleagues,

On May 1 President Gabel shared the systemwide [Sunrise Plan](#), which outlines a process for certain faculty and staff to voluntarily request to return to their worksite using [this form](#), as well as guidelines for all University units to address health and safety in the work environment. Graduate students, professional students, and postdoctoral scholars who hold positions supporting education and research also qualify for consideration under this plan, as do undergraduate students or researchers, in coordination with their supervisors. As we move into July we'd like to once again emphasize some important points of the Sunrise Plan.

First and foremost, the University expects that anyone who can work from home will continue to do so. Approval for returning to worksites during this phase of the Sunrise Plan is only granted if strictly necessary and clearly voluntary. As units develop plans for onsite work permitted by the Sunrise Plan, anyone who feels uncomfortable returning to their worksite should talk with their department head, director, or supervisor about their concerns.

The [Disability Resource Center](#) can help to determine any appropriate accommodation(s) for individuals who are returning to work, and the [Office of Human Resources](#) has information to support faculty and staff during the pandemic. The [Graduate School](#) is an additional resource for graduate assistants and postdoctoral students.

Supervisors must avoid any comments or behaviors that would make individuals feel coerced to return to the workplace. Retaliation in response to

anyone expressing safety concerns will not be tolerated.

If you feel you have been coerced you should contact your local human resources or the [Employee Relations Consultant](#) assigned to your college or unit.

Sincerely,

Rachel T.A. Croson
Executive Vice President and Provost

Kenneth E. Horstman
Interim Vice President of Human Resources

This email was sent to all University Faculty, Staff, Postdoctoral Scholars, and Graduate Assistants on behalf of Rachel T.A. Croson and Kenneth E. Horstman on July 10, 2020, by Office of Human Resources, 100 Donhowe Building, 319 15th Ave SE, Minneapolis, MN, 55455, USA. The University of Minnesota is an equal opportunity educator and employer. [Read our privacy statement.](#)

Document: 2026