

Colleagues,

As a state institution, we are subject to the Executive Order that Governor Henry McMaster issued on Friday, March 5. [Executive Order 2021-12](#) directs “all state agencies to expedite a transition back to normal operations.” Pursuant to the attached Memorandum from the Department of Administration (the “Department”), we must submit a plan to expeditiously return all employees and staff, including non-essential employees and staff, to the workplace full-time.

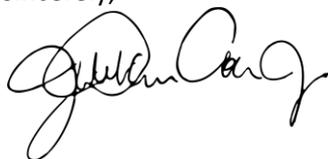
We will be working with the Division of Human Resources on the Columbia campus to submit our plan as part of a system-wide plan. The deadline is noon on Wednesday, March 10, 2021. The attached Memorandum provides some preliminary guidance in the form of Frequently Asked Questions. Based on questions posed on a statewide Human Resources meeting conducted this afternoon, we expect the Department to issue further guidance, although its counsel did not indicate there would be much flexibility afforded on the stated “default” return date of March 15, 2021.

At this time, we don’t anticipate that methods of course delivery will change. Faculty who currently teach remotely are expected to be permitted to continue for the remainder of the semester, rather than switch modalities. All other employees, however, will be required to return to campus by March 15, or such other time as is approved pursuant to a submitted plan.

As most of you are aware, USC Upstate has begun planning for a “return to normal” this fall with face-to-face classes and a robust schedule of student events and activities. We are excited to be able to tell students and their families that we look forward to welcoming all back to campus soon.

We will provide additional details as we receive them, and there will certainly be more to come, but we wanted to ensure you learned of this development on a timely basis.

Sincerely,



J. Derham Cole, Jr.
Interim Chancellor

University of South Carolina Upstate
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Up is where we live.

