



TEXAS A&M UNIVERSITY

MICHAEL K. YOUNG

*President*

March 26, 2020

As we move forward in the operations of our university, I know there have been questions regarding bringing on new employees during this time. Previous guidance has asked our campus to thoughtfully consider whether continuing the recruiting and selection process and making offers in this climate is a prudent decision.

I want you to know I support your efforts to get the people resources needed to continue our daily operations, however, in light of our current campus status, the focus of our daily operations has changed.

In an effort to keep our attention focused on the most critical functions associated with serving our students and essential staff and faculty, and to avoid the disruption of onboarding new employees with much of our workforce distributed, we need to limit our hiring efforts to those faculty and staff that are essential to our organization and its mission during this time. Therefore, I am requesting that all recruiting, selection, and hiring activities be approved by me for the foreseeable future.

Instructions will be forthcoming from the Dean of Faculties for faculty and from Human Resources and Organizational Effectiveness for staff.

I appreciate all you do as we make our way through this unprecedented time in our university's history.

A handwritten signature in black ink that reads 'Michael K. Young'. The signature is stylized and cursive.

Michael K. Young