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**To:** [libnews-l@lists.illinois.edu](mailto:libnews-l@lists.illinois.edu)  
**Subject:** beginning the process of returning to on-site work  
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All,

Late yesterday afternoon, the Library's Return to On-Site Work Plan was approved, along with plans from other units submitted to the campus. This will probably not be a surprise to you: you received a MASSMAIL earlier today with a link to the compiled plans. My discussions with campus leadership on our plan continued through yesterday and, indeed, some conversations have continued today. Our Library teams did an outstanding job, and the University appreciated the careful attention we gave to ensuring that we do our part in helping the University to be as effective as possible in these new circumstances.

I am sharing the Library's plan in a [separate document](#) so that you may consult it to get a sense of the strategy we have crafted. This plan does not offer details for individual units: in putting together a strategy for campus, the University required broad and functional descriptions of activities and services in order to ensure a coordinated approach to the Fall. With our plan's approval, much of our real work begins. Now, for our own purposes, we will need to flesh out the strategy for the entire Library, providing details for units and managing the rollout of services in ways that are consistent with the plan.

In moving forward, I want to make one thing absolutely clear: no one--not I, nor the Provost, nor the other deans--expects us to offer services in the same ways we have in the past, particularly with regard to roles and functions that would endanger the health and safety of our employees. In charging our team, I asked us "to determine the services and modes of delivery that are necessary to sustain robust teaching and research by the University ...." It will be necessary for us all to focus on the ways we help the University succeed, and to think creatively about ways that we can do that work in these changed circumstances. The answer can't be to work more hours or work harder. We have an outstanding team of employees in the Library, and it will take the ideas and efforts of all of us to navigate this new way forward. While I'm not particularly thrilled about the challenges we face, I am encouraged by the ways that we can address them.

John

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