



Date: June 8, 2021
To: President Thompson
From: Renée Wachter
Subject: Rosh Hashanah Plans

As previously noted, UW-Superior's first day of fall classes will be September 8, 2021, which is also the last day of Rosh Hashanah. Campus leadership and I recognize the difficult choice that our students and instructors of Jewish faith may experience as a result of this scheduling issue. We are working actively to address the situation, avoid future conflicts, and promote an equitable learning and work environment for students and staff of all religious communities.

Below are our plans for fall-focused communications and actions, as well as longer-term steps.

- This past spring, our Dean of Academic Affairs and Graduate Studies sent a communication to all academic department members (including all instructors and department chairs) and campus leadership acknowledging that our first day of fall semester will begin during Rosh Hashanah and the challenges this may present for students and instructors. The dean requested that everyone review the Campus Policy for Accommodating Religious Beliefs and that instructors should plan to provide first-day materials in an online or alternative format so students will not be at a disadvantage by not attending class that day. This message will be resent to all academic department members as we approach fall semester.
- The Campus Policy for Accommodating Religious Beliefs will be shared with incoming on-campus students during our Weekend of Welcome events at the beginning of fall semester. A link to the policy will also be included on our Weekend of Welcome webpage and registration confirmation emails. This will continue to be done for Weekend of Welcome events going forward.
- The Dean of Students will share the Campus Policy for Accommodating Religious Beliefs with all current students (undergraduate, graduate, on-campus and online). This communication will be sent at the beginning of each academic semester.
- Human Resources will send a message to all faculty and staff with information on UW-Superior's religious accommodation policy for employees. Going forward, Human Resources will send this message to faculty and staff at the beginning of each semester.
- The Office of the Provost will review and update the Academic Calendar Committee charge to ensure that religious holidays and observances are factored into the development of future calendars.