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Dear HRM & OB students,

We are currently going through very “different” times with the pandemic. I would like to ask you to do the following during the challenging time:

1. **Have faith: You will be able to complete your degree if you follow the lead of your teachers**, i.e. read your emails frequently and engage with your teachers virtually, via email/zoom/skype/whatsapp/virtual campus. There is no need to enter panic mode just because of Covid19. You will lose a lot more time if you simply give up. There is no such option as “study extension”, and deferring your study should only be your emergency backup plan.
2. **Stay calm: Covid19 actually has literally ZERO impact on your supervisory meetings for your thesis or seminar papers.** We have always had virtual supervision meetings in addition to face-to-face ones in the past whenever both students and staff had to travel. So no need to feel anxious about failing your course or thesis because of the circumstances. There are challenges and alternative methods. You will be receiving detailed instructions from your supervisors regarding those alternative methods.
3. **Remain flexible: We, your teachers and professional service staff, are all working very hard to make sure that you will be able to complete your degree within the normal schedule.** There is a huge amount of work taking place in the background to make sure that you won't lose any teaching because of Covid-19. You have all learnt how organisations function in situation of crisis. It's extremely laborious to create new routines all of a sudden. Please be patient and trust that we really do care for you. Please remember, behind each simple answer, there are probably 100 emails flying around among academic and professional service staff in the current situation.
4. **Stay connected: Make use of the social media groups or create new ones.** If you are for some reason still operating just by yourself, please reach out connect with others or connect to us immediately.
5. **Look forward to celebration time: We will have one or many celebrations as soon as social distancing ends! We will party, we will dance (...) to celebrate that we've all made it, and that we are proud of what we have achieved together during this challenging time.**

Please read the Covid19 principles below, and keep safe!

Best wishes,

Maike Andresen, on behalf of the Chair of HRM & OB

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Principles

1. Nobody signed up for this.

- Not for the sickness, not for the social distancing, not for the sudden end of our collective lives together on campus
- Not for an online class, not for teaching remotely, not for learning from home, not for mastering new technologies, not for varied access to learning materials

2. The humane option is the best option.

- We are going to prioritise supporting each other as humans
- We are going to prioritise simple solutions that make sense for the most
- We are going to prioritise sharing resources and communicating clearly

3. We cannot just do the same thing online.

- Some assignments are no longer possible
- Some expectations are no longer reasonable
- Some objectives are no longer valuable

4. We will foster intellectual nourishment, social connection, and personal accommodation.

- Accessible asynchronous content for diverse access, time zones, and contexts
- Optional synchronous discussion to learn together and combat isolation

5. We will remain flexible and adjust to the situation.

- Nobody knows where this is going and what we'll need to adapt
- Everybody needs support and understanding in this unprecedented moment