UVM Strong Fall 2020
Welcome

Three Principles

• Protect the safety and wellbeing of all members of the UVM Community
• Preserve the quality of the academic experience
• Provide a high-quality student experience

Evolving and changing situation – closely monitored and updated

Prioritization of Planning
Our Community

Green and Gold Commitment

• A healthy UVM Community is **OUR** shared responsibility

• Wearing facial covering outside of offices and residence hall rooms/apartments

• Personal Hygiene – Hand washing

• Physical Distancing – 6 Feet

• Staying safe while honoring Our Common ground Values
University-Wide Strategies

• University will be open to visitors, but most appointments will be virtual
• Accommodations for faculty, staff and students with health-related issues
• Gathering size limited to 25 or less
• Remote Operations
• Campus informational and directional signage
• Public Health Education Campaign
• COVID-19 Care Center
University-Wide Strategies  
Michelle Paavola, MD Medical Director Center for Health and Wellbeing

- Protocol for testing and contact tracing for employees and students
- Daily health screening for employee and routine health screening for students – used to inform testing strategy
- Quarantine and Isolation
  - Resident students – location on campus
  - Off campus students - at place of residence
  - Employees at place of residence
Health and Safety Planning and Implementation
Al Turgeon, Chief Risk and Public Safety Officer

• U.S. Centers for Disease Control and Prevention (CDC)
• Vermont Department of Health (VDH)
• UVM physicians, public health and environmental health and safety experts
• U.S. Occupational Safety and Health Administration (OSHA)
• Vermont Occupational Safety and Health Administration (VOSHA) mandates.
Health and Safety Planning and Implementation

• Detailed health and safety assessments includes:
  • Elimination-physically remove the hazard
  • Engineering controls
  • Administrative controls
  • Personal protective equipment

• Operationalize OSHA's framework through:
  • University Health and Safety Committee
  • University Health and Safety Officer and Unit Safety Officers
  • Training affiliates and vendors

• Daily monitoring
Faculty and Academic Affairs
Bill Falls, Dean of the College of Arts and Sciences

Academic Calendar

August 31: First day of Classes
October 9: Elimination of the Fall Recess day
Nov. 23 & 24: Classes will be held Monday and Tuesday of Thanksgiving week
November 24: Last day of in-person instruction for the semester

Halls close for emergency housing only
Faculty and Academic Affairs

Academic Calendar

Nov. 30 - Dec. 4  Last week of instruction will immediately follow the Thanksgiving recess and will be conducted remotely

Dec. 7 – Dec. 11  The final exam period will be conducted remotely

Loss of only two instructional days overall

Semester will end one week earlier than originally planned

Graduate courses may continue in person instruction after Thanksgiving. Undergraduate students enrolled in these courses given the option to complete work for the semester remotely
Faculty and Academic Affairs

• Space Management
• Modes of instruction
  • In-person
  • Online
  • Remote
  • Mixed Delivery
Faculty and Academic Affairs

- Enhanced classroom technology
- Non-classroom, credit-bearing courses
- Faculty support
  - Faculty with COVID-19 risk factors
  - Instructional support
Lab reopening system will remain in place to update and monitor changes in COVID-19 risk

Human subjects and clinical work will resume in July and remain open pending significant changes in Vermont Department of Health guidelines

Fieldwork monitoring and approval process will remain in place

New research-related travel guidelines will be finalized by end of June with new travel approval process

Graduate education and early career faculty safeguards are in development
Student Experience
Annie Stevens, Vice Provost for Student Affairs

Guiding Principles

• Provide programs and services that promote and uphold health and safety standards

• Focus on building a caring community among our students, staff and faculty

• Prepare our plans with a lens of cultural sensitivity, equity, and access
Student Experience

• Prior to Arrival
  • Quarantine and testing prior to arrival
  • Required training for all students
  • Extended move-in week prior to classes starting

• Residence Hall Capacity – 1 or 2 students per room

• Cleaning of residence Halls

• Programming and Activities
Student Experience

Dining Services

Staff and facilities:

• Staff will wear masks in addition to gloves and uniforms

• Staff will be sanitizing and disinfecting dining spaces more frequently, closing residential dining halls for one hour between meal periods to deeply sanitize

• Virtual meetings with UVM Dining Dietitian

• Seating will be re-configured and the flow of traffic will be adjusted

• New technology, including touchless pay, and expanded mobile ordering and delivery
Student Experience

Dining Services - Program Changes:

• Increase take-out options, including pre-packaged items in the dining halls

• Self-service areas (salad bar, ice cream, etc.) converted to plated offerings to reduce surfaces touched

• Meal plan flexibility for first time, first year students who will start on the unlimited meal plan, but may choose any of the three meal plans within the first two weeks of classes

• No re-ususuable beverage containers

• Reviewing ways to adjust EcoWare (take-out container) program to ensure safety and sustainability
Student Experience
Activities, Clubs and Organization

- Large events will be virtual, with some limited in-person attendance where physical distance can occur
- Davis Center room capacities have been adjusted for fewer attendees
- Events with food will be grab and go options as opposed to buffet
- Outdoor events allow for more flexibility. During set-ups for these events, efforts still need to practice distancing for both participants and those hosting the program
- Tabling activities will be limited to (1) person per table from each group, with limited tabling time to no more than (2) hours per group. All groups will need to observe distancing policies at tables
- Intramural and recreational events should only include events that are no touch. Equipment used by participants is sanitized after each game.
- Club sports travel with SGA or university funds limited to within Vermont
Cleaning and Sanitation
Claire Burlingham, University Controller

- Employees clean and sanitize personal workspace
  - Supplies
  - Training
- Enhanced cleaning and sanitization of common areas, touch points, etc.
- Overnight cleaning
- Central source of supplies
- Health and Safety kits for faculty, staff, and students
Enhanced Technology
Simeon Ananou, Chief Information Officer

• Classroom Technology
• Technology-enhanced meeting spaces
• Technology kits for faculty
• Classroom producers
University Operations

- Resumption plans for all departments and activities
- Most meetings conducted remotely
- UVM operated retail operations
Support for Employees who have a disability or who are at risk (e.g., who don’t have a disability, but who are 65+).

At-Risk employees with medical conditions or pregnancy should be referred to the ADA Coordinator. Consideration will also extend to employees who are living with an at-risk family member.

Examples of support include, but are not limited to:

- Special/ additional PPE
- Alternative schedule
- Remote work
Continued Telework

- Continue allowing telework where feasible/ consistent with business needs.
- This includes temporarily allowing telework for non-exempt staff, and in situations where childcare is not available.
- Important for supervisors to appropriately manage work assignments, as well as time and attendance.
Human Resources

Leave and Benefits

• Supervisors will continue to be flexible in the approval of sick and vacation accruals as appropriate to care for children due to lack of childcare, or for other COVID-19 related issues.

• Public Health Emergency Leave (PHEL) will be available to eligible employees, regardless of prior FMLA use.

• Employees who are out of accumulated leave (including EPSL) and who must quarantine, or who are sick with COVID-19 symptoms, will continue to be permitted to run a “deficit” of up to 10 days of sick leave.
Rally Together UVM Strong
Final Thoughts

Communications!

• Weekly email update
• Future Teams live meetings – dates TBD
• FALL 2020 RETURN TO CAMPUS – website
• FAQ’s

Evolving and changing situation
UVM Strong Fall 2020