

## Compilation of ICUT Member Responses

### Abilene Christian University

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

*ACU has implemented extensive procedures to promote the health and safety of students, faculty, and staff during the 2020 Fall Semester. Although it is not possible to 100% ensure the health and safety of such a large population, the university is confident that it has a sound plan in place. This plan includes:*

- 1. A requirement for all students, faculty, and staff to wear masks at all times indoors and outdoors when social distancing is not possible.*
- 2. Changes to classroom assignments to allow for appropriate social distancing between students and faculty,*
- 3. An increase in the time between classes to provide time for disinfecting all classrooms (each classroom is disinfected at the conclusion of each class),*
- 4. Access to PCR and Antigen testing for faculty, staff, and students.*
- 5. A marketing campaign to encourage all members of the campus community to comply with all COVID-related guidance and take actions to reduce the risk of becoming infected or spreading the virus.*
- 6. Private rooms for positive students to isolate for as long as necessary (while being supported by assigned care coordinators.)*
- 7. Care coordinators assigned to faculty and staff who are quarantined or isolated.*

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

*ACU has the capacity to provide both PCR and Antigen testing to students, faculty, and staff on campus, both in terms of necessary supplies as well as labs and staff for processing tests.*

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

*The university's football team will be playing a series of five non-conference games. In compliance with NCAA guidelines, all players who are practicing and playing will undergo PCR testing weekly. It has not been decided whether fans will be permitted to attend events, however, if they are, there will be requirements in place that promote the health and safety of all those present.*

4. What do projected enrollment figures and formula funding look like to institutions for this school year?

*Fall 2020 undergraduate enrollment is projected to be down about 7% from the previous academic year.*

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic? *No.*

7. How have state and federal COVID-related funds already impacted budgets?

*ACU received approximately \$1.5 million in HEERF funding for operational impact.*

*Currently, ACU is forecasting over \$10 million in lost revenue and increased expenditures directly related to COVID. While we are grateful for the funding HEERF provided, it covers less than 15% of the budgetary impact ACU has experienced to date.*

### **Amberton University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Amberton University's offerings are 100% online for the summer and fall sessions. However, we have taken steps to ensure the safety of our staff and visitors to the campus by mandating wearing of face coverings when in all public areas or when social distancing is not possible. Staff is permitted to work from home when possible and many have taken advantage of this opportunity. Cough/sneeze shields are installed in all student services areas. Hand sanitizer stations are prominent on campus. We conduct temperature checks on each employee on a daily basis and on any visitors. Amberton has no labs, dormitories, or dining halls.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

Amberton will not be conducting testing on campus. As an institution catering to the working adult with 100% online classes for summer and fall, we do not see this as a need right now. There are many opportunities for testing in the DFW area that we serve.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

Amberton does not have collegiate athletics.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

At the moment, our fall session is on par with our 2019 fall session; however, we are hearing from our students that they are concerned about losing their jobs which will negatively impact our enrollment for the rest of the year if their fears are realized.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

We have not seen a noticeable impact on staff or faculty retention although all of our faculty and staff are very concerned about the community spread of COVID-19 and the viability of holding classes on campus before a vaccine is developed, widely distributed and used.

7. How have state and federal COVID-related funds already impacted budgets?

Amberton received CARES funding as well as a PPP loan/grant. These funds helped to offset expenses for our students impacted by COVID as well as helped the University meet various expenses, including facility expenses for our Garland campus and for our off-site location in Frisco.

### **Concordia University**

Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

- Concordia has increased sanitation standards, reduced room occupancies, implemented safety related policies and procedures for faculty and staff and have offered all employees the option of working 50% virtually. We have 22 employees of 193 total employees who have requested to work more than 50% virtual, completing a remote work agreement.
- We are working with our vendor for food services who will provide meals with the latest of safety standards, including special attention to take-away packaging and plate service.
- Instructional spaces, including classrooms and labs have had capacities reduced and all classes can be experienced virtually if the student chooses.
- All classrooms have Plexiglas partitions installed at the teaching stations, and everyone will be wearing face coverings.
- Our residence halls are operating at a reduced capacity by reducing the triples to double occupancy. Additionally several units have been set aside for self-isolation. Our typical

capacity is 300-315 and we are 230. The move in has been spaced out with some students actually moving their belongings in early and will return to actually live in the space.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

- Concordia is in the process of securing an affiliation agreement with a local healthcare provider who will test, manage the results, and provide medical services for our students. They are equipped to provide the supplies and manage the resulting lab processing. This provider is proximal to Concordia.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

- We are following the direction of the NCAA and the American Southwest Conference (Division 3). Our fall sports will be pushed to the spring. Athletes will be allowed to practice. They will be tested upon coming to campus and follow up testing will be in place to detect any outbreaks of the virus. While we will not have events for fans to attend we will be securing practice times for the safety of our athletes and not allow visitors.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

- Currently projected enrollment is down 8.9%. Graduate enrollment has dropped by 234 students with undergraduate only 4 students fewer year over year. We continue to recruit and wait until census day in early September, for our final numbers.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

- Our employees adjusted to the changes and are for the most part eager to get back on campus. Our processes for returning to campus are both defined and flexible. We have increased sanitation standards, reduced room occupancies, implemented safety related policies and procedures for faculty and staff and have offered all employees the option of working 50% virtually. We have 22 employees of 193 total employees who have requested to work more than 50% virtual, completing a remote work agreement.

7. How have state and federal COVID-related funds already impacted budgets?

- Being able to access COVID-related funds has allowed us to support our students who were hungry, homeless, or in need of financial support to remain stable and self-sufficient. Additionally, the CARES Act funding has allowed us to sustain as an institution and mitigate expenses and lost revenue directly related to COVID-19 such as refunds on room and board, canceled student travel, decreased fundraising and auxiliary revenue.

### **Criswell College**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls. Criswell College has implemented policies and protocols related to COVID-19 that are based upon current federal (primarily, CDC and Dept. of Ed.), state, and local COVID-19 policies and guidelines, which are available on its website as

well as through the public drive on the campus network (to all employees). Persons who exhibit COVID-19 symptoms, who have tested positive for COVID-19, or who have been in close contact with a person with a confirmed/suspected case of COVID-19 are instructed to stay home, self-isolate/quarantine, and get tested. The employees, students, and guests of Criswell College are required to wear face coverings (face masks or face shields) while on campus and are likewise to social distance themselves from others (6 feet or more) throughout the campus. All persons entering the campus are subject to temperature tests, and those with a body temperature at or over 100.0F are not allowed to enter the campus (and are to contact their supervisor and/or instructors immediately if applicable). The Directors of Student Services and Human Resources follow up with any students and employees sent home due to and track the progress of those with confirmed/suspected cases of COVID-19. All employees, students, and guests are also encouraged to clean/disinfect their hands regularly (e.g. washing with soap and water, using the hand sanitizer stations around campus, etc.). In addition to the contracted custodial crew using their disinfectants to wipe down surfaces during their nightly cleanings, designated college personnel also routinely wipe down regularly-used surfaces (including door hardware, restroom surfaces, etc.) throughout the campus (including in classrooms and eating areas) with a diluted Clorox Germicidal bleach solution daily. Classrooms are scheduled to be disinfected between courses. Disinfecting supplies are also made available to all college employees to routinely clean their workspaces. The HVAC filters on campus are being replaced with MERV-13 filters to better filter microbials from the air. Plexiglass shields are installed at reception desks and upon speaking lecterns (which includes the classrooms) to allow for better instructional communication while maintaining personal safety. Any campus housing units that have occupants with a confirmed/suspected case of COVID-19 are disinfected by a professional



janitorial crew after the sick persons has recovered. The college has no laboratories on campus at this time. The college's Executive Cabinet and Campus Safety Committee continue to monitor federal, state, and local updates to implement changes as required.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests? Employees and students who suspect they may have been exposed to COVID-19 or are experiencing COVID-19 symptoms are encouraged to get tested. For those who meet their criteria, Dallas County provides drive-thru testing at various locations. Visit:

[DallasCounty.org/COVID-19/Testing-Locations.php](https://dallascounty.org/COVID-19/Testing-Locations.php). Criswell College does not provide COVID-19 testing on its campus at this time due to the proximity of these free drive-thru testing sites and the expense of providing such testing on campus.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe? Criswell College does not offer collegiate or organized sports on its campus at this time. All recreational athletic activities which would normally be offered in the Criswell College gym have been suspended until further notice due to COVID-19.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year? Our enrollment looks like it will be down by about 10% compared with last year at this time. We are a tiny school, so projections are difficult. This estimate is based on our actual

number of students currently enrolled or registered for the Fall semester, which begins Monday (August 17).

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic? No, there has not been an impact at all due to COVID-19 with regards to employees resigning due to fear or contraction of COVID-19.

7. How have state and federal COVID-related funds already impacted budgets? Federal COVID-related funds have played a vital role (1) in compensating for lost revenues, and (2) helping us provide the additional services required by the pandemic. Without these funds we would not have been able to provide many of the important resources to students that were essential during these unprecedented times.

### **Hardin-Simmons University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Hardin-Simmons University is limiting room occupancy to 50% capacity for classrooms, labs, the library, and the dining hall, requiring facemasks to be worn in all campus buildings except in dorm rooms, setting up classrooms and the dining hall to allow 6-foot distancing, and marking floors as appropriate. Lab instructors are developing protocols

specific to their areas. Students and faculty have been given online and hybrid options for courses originally scheduled face-to-face. Student Life is developing contact-tracing procedures. Plexiglass shields have been set up in student-service areas such as the Office of the Registrar.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

HSU will not do on-campus COVID-19 testing, but will refer symptomatic students to local healthcare providers.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

All fall sports have been cancelled. Student athletes will practice, but not compete, with each coach developing and the Athletic Director approving COVID protocols for that coach's sport.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

As of August 10, fall enrollment is 5.4% below fall enrollment at the same time in 2019.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

No. None.

7. How have state and federal COVID-related funds already impacted budgets?

The university has received no COVID-related funds from the state. It did receive federal funds that were just less than the amount needed to fully offset the credit awarded to students for room and board the students were unable to use after the university took all classes online in Spring 2020.

### **Jacksonville College**

1. We are starting face to face classes Wednesday August 12. We are requiring all safety precautions face mask temp smaller number in class rooms
2. We do not have the resources for testing If a student has symptoms they are to go to local clinic
3. We are bringing all athletic teams to campus For fall. Our Region XIV has moved all conference games to the Spring
4. Enrollment looks good as good or better than last year
5. We had two faculty take retirement due to concerns
- 6.or 7. The ppp was a great help wish that be available again

The others will help but lot more narrow in focus

### **Lubbock Christian University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls. Lubbock Christian University (LCU) is aggressively working to ensure the health and safety of students, faculty and staff during the 2020 Fall semester through mask wearing, social distancing (reminder signage all over campus) and strong

reminder about hand washing with multiple sanitizer stations deployed in every building across campus. We are doing assigned seating in classrooms to minimize exposure to various individuals and are practicing social distancing in all public settings including dining halls, dormitories, classrooms and labs. Our dining partners are serving all food to minimize contact and enhanced cleaning protocols are in place across campus.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests? We have an on campus clinic with testing available and students call in when symptoms present to be advised by our on-campus physician as to whether to come into the clinic for testing or to take advantage of drive through testing in Lubbock. We have access to testing for our student athletes as well and are following NCAA guidelines for those in competition.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe? Per the Lone Star conference decision only "low risk" sports (Golf and Cross-country) are competing this fall. Social distancing protocols will be in place to protect student athletes who will also undergo preemptive testing. Fans will be required to wear masks and practice social distancing.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year? We planned for a 7% decline in enrollment and while we are waiting for the official 12th day numbers, appear to be right on that number.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

There has been no noticeable impact on staff or faculty retention with regard to concerns about the pandemic. While a small number of faculty have expressed concern about face to face instruction, the vast majority of the campus has enthusiastically embraced the physical return of students.

7. How have state and federal COVID-related funds already impacted budgets? We received the PPP funds and that infusion of capital had a significant positive impact in sustaining the institution.

### **McMurry University**

#1 and #3 are answered in our Safeguard McMurry plan that has been distributed to the McMurry workforce (faculty, staff, administration), new students, and continuing students. I've attached that plan to this message.

#2. We were working with Hendrick Medical Center in town on an entry testing protocol where we would do a rapid antigen test on all students either before being allowed to check in to campus housing or (for commuter students) before attending their first class. We were also intending to test all faculty and staff before the opening meetings that we have for those groups in mid-August. However, our plans changed within 72 hours because of the lack of testing capacity by Hendrick. Although Taylor County is well below the State of Texas in numbers of new cases and we have seen declining numbers since mid-July (our current 7 day average is 6.4), Hendrick had to pull back on its testing availability because the test kits have been diverted to the big cities and the hot spots in the Rio Grande Valley. Thus, we moved from testing to screening everyone prior to arrival on campus. We have been doing the screening protocol since

mid-May but had hoped that we could do testing since we are welcoming students from across the state that have higher levels of coronavirus than we do in Taylor County. We are concerned that we will not be able to meet the testing protocols of the NCAA for intercollegiate athletics. The American Southwest Conference has delayed fall sports until the spring. But we are unclear if the testing availability will be any better by that time.

#3. Since fall sports have been delayed, we have not settled on a fan protection protocol although we assumed we would abide by governmental capacity guidelines, social distancing and face covering guidelines in our Safeguard McMurry plan, and temperature checks before entering the sports venue.

#4. We are projecting a 5% enrollment loss of total enrollment for the Fall 2020 in comparison to Fall 2019 enrollment.

#5. There has not been a noticeable effect on staff and faculty retention related to the pandemic but we have been extremely flexible for those who felt like their personal or family situations precluded them from returning to on-campus work. Less than 2% have requested to work from home and, luckily, they are able to do so based on their job duties.

#6. The Federal and State funds were a godsend for our campus. We received the PPP and were able to retain our workforce for 8 weeks. This allowed us to end FY20 in a strong place financially. McMurry has not had to do any furloughs, reduction in force, or salary cuts although we have had to eliminate our retirement match for the FY21 year. CARES ACT funds allowed us to provide needed funds to students immediately impacted by the shut-down. In addition, we were able to use the institutional portion of CARES ACT funding to reimburse the institution for room and board refunds to our students, to train faculty during the summer to

become more adept at on-line learning in anticipation of additional remote learning requirements in 2020-2021, to upgrade classrooms with better technology to accommodate face to face students as well as remote learning students in the same classroom, and to provide additional PPE and reconfigurations of facilities for social distancing requirements. The state funds that restored TEG were very helpful since so many of our students are Pell-eligible. We also received an additional portion of CARES funding because of our HSI designation which helped fund the aforementioned initiatives.

### **Rice University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Yes, we believe we have effectively prepared so as to ensure the health and safety of student, faculty and staff. Our preparations are such that we should be able to respond quickly to changing circumstances in a way that remains tailored to individual situations and choice.

We adopted stronger actions than originally contemplated due to the seriousness of the COVID-19 situation in Texas this summer. We are using a *systems approach* to create a safe environment and mitigate the potential spread of COVID-19 on campus. It's a layered defense, each intervention working in collaboration. Some layers of the approach



will focus on individuals while other methods will focus on the community and campus infrastructure.

### Testing

While testing will be discussed in more detail under question #2, we note here that it is a critical component for ensuring the health and safety of our campus community. We have contracted for 60,000 tests during the fall semester and have access to more if it becomes necessary.

### Information technology and case management tools

Rice contracted with Everbridge to provide contact tracing and health reporting tools, while also contracting with Google for an analytical platform that allows us not only to integrate the available data and turn it into timely, actionable information, but also to provide information for dashboards on our website, so our community can see our campus status.

We have a rigorous case management protocol for people who are symptomatic or were exposed, and a dedicated team who help with testing, contact tracing, treatment, isolation and quarantine. As a result, we have been very successful in mitigating COVID-19 transmission on campus so far and, fortunately, there have been no deaths. As of Aug. 24 we began posting these and other statistics daily on the [Rice COVID-19 website](#) to provide

our community with a shared understanding of the environment. The dashboard is discussed more in response to question #9 as well.

#### Personal protective equipment

We have implemented a face covering policy for the fall semester. All employees, students, contractors and visitors on Rice's campus must properly cover their mouth and nose with a CDC-defined cloth face cover since many people may have the virus and not know it. Face-coverings must be worn indoors and outdoors at all times, with a few common sense exceptions. We realize this policy is a burden and thus must be reasonable if we want people to comply, so we will review the policy during the fall semester.

We are also asking the Rice community, if they see someone who's not wearing a face covering, to politely remind them to do so, but to not be confrontational. If a person still refuses to use a face-covering, individuals can make a report to the proper campus authorities in several ways. Repeated and willful disregard of this policy will result in sanctions.

The university purchased 30,000 cloth face masks and 2,500 N-95 masks for provision on campus. Members of the Rice community can request masks through Rice's Crisis Management Team logistical distribution group.

## Engineered barriers



Plexiglass barriers have been installed in high contact areas (office buildings, classrooms, buses, etc.) where it's difficult to maintain a six-foot physical spacing. The below pictures show examples of such barriers installed in various settings.



## Physical distancing reminder/precaution signage

A few hundred freestanding signs are posted along heavily traveled paths on campus to remind people of our health safety rules such as requiring wearing masks and physical distancing.



We have also placed large signs at the major campus entrances, in garages and at the campus bus stops. A similar group of indoor signs will be placed at entrances to buildings and in hallways along with COVID-19 occupancy limit

signs for all common spaces.

This sign shown is located at campus entrance 1.

Classroom use, scheduling/spacing and technology upgrades

To the maximum extent possible, we've used a principle of choice for both faculty and students, by offering the majority of our courses both online and in person. In order to help reduce population density on campus, technology upgrades enabling dual delivery – conducting classes both in-person and remotely – were completed before the semester began. Technology teaching assistants will help faculty with IT issues related to dual delivery.

Including classrooms, we have mapped out the maximum density for every gathering space on campus. This information was used to set limits for each instructional space, which was then used to decide what changes must be made to the fall course schedule in terms of how many in-person classes we could safely hold. Practically speaking, this resulted in our reducing the maximum in-person class size down to no more than 25.

Enclosed structures and tents

Reducing population density will require us to use spaces in nontraditional ways and increase the number of large venues on campus, so we're erecting four temporary structures (50 x 90 ft.) on campus that can easily hold 50 students and an instructor.

These structures - designed to withstand hurricane force winds - will be lighted, cooled, heated and ventilated, and will have audiovisual capabilities. They can be used for instruction, academic lectures in the late afternoon and student meeting and study spaces in

the evenings. And, with Houston's warm fall climate, we also plan to use outdoor spaces to reduce our density on campus by installing five open-sided tents (40 x 60 ft.) placed adjacent to academic buildings as flexible spaces for student use.

We've asked students who have portable chairs to bring them, to augment those we already have around the campus. We also purchased a number of lightweight, portable camping-style chairs for outdoor use by students.



Construction of the four new enclosed structures, completed by the beginning of classes, is pictured here in an aerial view.

Cleaning and disinfecting

We've also modified the cleaning and disinfection procedures for the fall semester. We're grateful for the work done by about 170 custodial staff members taking care of almost 90 buildings on campus. They have been trained to follow the CDC's guidance for cleaning and disinfection - using the EPA's approved Disinfectants for Use Against SAR-CoV-2 (COVID-19) for cleaning - and to keep themselves safe while doing their jobs.

One key decision we made was to deploy our custodians to work on tasks and in areas that have the highest impact on preventing disease transmission, and so we modified some routine maintenance tasks. Generally, our custodians will focus on cleaning public spaces and we've asked members of our community to help with cleaning the mainly private spaces.

Specifically, on cleaning, we are:

- Placing hand sanitizing stations at all designated entrances to buildings.
- Cleaning frequently touched surfaces such as doorknobs, light switches, elevator buttons, toilets and sinks with much greater intensity.
- Increasing cleaning of commonly used spaces.
- Deploying sanitizing wipes in all office suites, classrooms, labs and common spaces.
- Fogging to sanitize all bathrooms and shuttle buses every night.
- Removing trash and recycling from public areas.

- Following the strict hygiene protocols already in place for food preparation and delivery, as well as in athletics facilities.

#### Improving indoor air ventilation and quality

The American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) publishes technical standards to improve building systems, indoor air quality, energy efficiency and sustainable development. Rice follows these standards in both the design and maintenance of buildings on campus. Rice is also following ASHRAE's published guidance for COVID-19 response. While every building is different in age and design, our facilities staff is taking the following general procedures for all buildings on campus:

- Increasing outside air ventilation by reprogramming systems designed to vary air flow for energy conservation.
- Enhancing air filtration through the use of higher efficiency filters.
- Incorporating ultraviolet-C lights into heating, ventilation and air conditioning (HVAC) systems to kill or inactivate microorganisms.
- Cleaning of HVAC air handling systems.
- Flushing domestic water systems.

#### Library use modifications

Our main library, Fondren Library, is now open exclusively to Rice ID card holders, offering limited access and services, and only one entrance is open. Access for most



patrons will be restricted to the first floor, but staff and students with offices or carrels on other floors will be allowed to visit their spaces. Face masks will be required at all times.

Library patrons can continue requesting books or other items through an online process. Their items will be available for pick up at the circulation desk after a 24-hour processing period, and checked out via any self-service kiosk. The library will continue to support researchers only online, except for limited on-site support at the Woodson Research Center.

#### General custodial practices

All of us must work together to mitigate the spread of COVID-19 on campus, so we've asked everyone to help make our community safer by:

- Being diligent in practicing physical distancing, wearing university supplied masks or other face coverings, staying at home if ill, and washing hands frequently and thoroughly with soap and water or hand sanitizer.
- Having students living in our residential colleges use cleaning supplies furnished by the university to clean their rooms thoroughly.
- Using the disinfectant wipes provided in each classroom to wipe down surfaces before the start of class. While we will clean classrooms more often, we can't sanitize every classroom between every class.
- Reducing in-person contact during the collection of recycling and trash from private offices and work suites by asking employees in those spaces to bring it to a

central collection point on each floor, where it will be later removed daily by our custodial staff.

We're doing this because it not only makes our campus safer for all of us, but also specifically helps protect our frontline custodians, who are working hard to take care of our university. All of these actions are very similar to those taken by most of our peer institutions, and we know they will make Rice a much safer place to learn and work in the fall semester.

Reduced population density elsewhere on campus

Physical distancing is particularly important and it remains one of the best ways to stop the spread of COVID-19. While on campus everyone should stay at least six feet apart. If that isn't possible, a face covering must be worn both indoors and outdoors at all times with limited exceptions.

To help with physical distancing beyond the classroom, we lowered the occupancy level for our residential colleges to about 75 percent of normal and reserved significant space for isolation and quarantine. We then had to reduce population density in our research labs and office buildings as well. We did this by employing a variety of work policies and practices including working from home, alternative work schedules and part-time arrangements. Supervisors are trying to accommodate staff members with kids at home in their work

plans for the fall by determining which staff may continue to work from home and to what extent.

Because every employee has different personal circumstances, the Human Resources Office is helping supervisors make appropriate accommodations and work plans for every member of staff. Although accommodations made for health reasons generally require medical documentation, in many instances, COVID-19 specific accommodations can be granted without normal medical documentation and without going through the formal ADA accommodation process.

#### Employee training

Every employee will be required to take a short on-line training course before returning to work for the fall semester. The training will cover proper hygiene procedures such as the right way to wear a face covering, the meaning of physical distancing and the importance of staying home when you're feeling ill. At the end of the training, every employee must affirm that they will abide by the special rules established to mitigate the spread of COVID-19. Violations of these temporary policies will be strictly dealt with through the normal employee discipline processes.

#### Employee health and sick leave

Lastly, we have recommended that all Rice employees conduct a Daily Self Checklist before reporting to work. Any employee who has been directly exposed to COVID-19 patients or has symptoms of COVID-19 should email or call their health care provider, contact their supervisor and submit a Rice University Health Reporting Form.

We want everyone who feels ill to stay home, so we have implemented a temporary sick leave program that will remain in effect while the university responds to the COVID-19 outbreak. All full-time and part-time staff will receive five days of sick leave, in addition to normal paid-time-off. The sick leave days will be available for staff to use until June 30, 2021.

## Communications

We have communicated the details of these measures to undergraduates in early July, and to the rest of the Rice community via weekly updates sent campus-wide from Rice's Crisis Management Team. We believe the protocols we have adopted make the campus safer for the level of operations we expect under a hybrid model of instruction (online and in-person).

The intent guiding all of this is to prioritize our community's health and safety while we provide the best possible intellectual and social environment in delivering our mission.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

Testing is a complicated subject with many variables and some scientific uncertainty and different approaches being used at peer universities. At Rice, we do not plan to use our own labs and supplies to process tests.

We contracted with Baylor Genetics and Houston Methodist Hospital for molecular PCR tests, and with CVS to test undergraduates when they first returned to campus for the start of the fall semester. Our testing contracts call for on-campus sample collection, processing of samples, and reporting the results within 48 hours. There will be no charge to employees or students for these on-campus tests. As previously mentioned, we have contracted for 60,000 tests for the fall semester.

Our advice for testing comes from experts in the following organizations:

- Advisory Committee from the Texas Medical Center (Baylor College of Medicine, Houston Methodist Hospital, UT Health Science Center).
- Advisory Committee of Rice Faculty (experts in epidemiology, microbiology, statistics, population health).

- Faculty in charge of testing at universities with medical centers (Johns Hopkins University, University of Washington).

First priority for testing is for on-campus employees and students who are symptomatic, and well as those living on campus (we expect about 60 percent of the undergraduate beds to be filled). All undergraduate students were tested upon arrival to campus and will then be tested again, regularly, throughout the semester.

For all other parts of our community, tailored testing protocols based on risk of transmission have been developed and will continue throughout the semester. Risk will be based on the amount of contact individuals have with other people on campus and a limited number of other factors.

Put simply, if people don't come to campus, Rice will not test them. But if they do and have high levels of contact with others while on campus – for example, teaching a class or serving as a front desk staff member interacting with students all day – they will be tested more often. Generally though, the level of contact among everyone on campus will be greatly reduced, as we expect the campus population for the fall semester to be about half what it usually is on a normal day during the academic year.

We began to substantially increase our SARS-CoV-2 testing on campus on Aug. 3, focusing on undergraduates (including just under 900 freshmen who arrived over the Aug. 15-16 weekend), faculty and graduate students involved in Research Stage 1 (the first stage of returning to full-scale research operations on campus) and our staff providing essential services on campus.

Over the next several weeks, testing focused primarily on people who will be on campus more than 20 hours a week and have extensive contact with other employees or students. Those individuals were notified by e-mail or a request from their supervisor indicating they had been selected for a test.

We are urging all campus employees to schedule a free test if they meet the following criteria:

- Working on campus an average of 20 hours or more a week;
- Interaction with other people on campus on a regular basis. (This does not include just walking by people, either indoors or outdoors.)

Supervisors should encourage faculty and staff who meet these criteria to be tested and, when it's necessary, help employees who don't have computer access sign up for testing.

Beyond testing but in conjunction with it, we have a rigorous case management protocol for people who are symptomatic or were exposed to the virus, and we've assembled a team of people to help with testing, isolation, treatment, contact tracing and quarantine. Again, we've been successful thus far in mitigating the transmission between people while they're on campus, with only one possible case of such transmission to date.

If a person tests positive for SARS-CoV-2, our team will use the CDC contact tracing protocol to identify anyone who had close contact with the confirmed case. That means they will try and trace anyone who came within 6 feet of the infected person for at least 15 minutes starting from 2 days before illness onset. People who do not meet this definition will not be notified of a confirmed case, even if they work in the same building.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe? (Ask Tanner G. or Matt W.)

On Aug. 10, Rice Athletics announced the Rice Owls will delay the start of their 2020 football season. The postponement allows us to continue monitoring the health situation with COVID-19 both locally and nationally, as well as evolving developments in athletic competition generally.



4. What do projected enrollment figures and formula funding look like to institutions for this school year? (Ask Yvonne and Kathy)

Rice's enrollment figures have not been significantly impacted so far.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic? (Ask Linda and Reggie)

No, Rice's ability to retain faculty and staff has not been significantly impacted so far.

6. N/A to Rice.

7. How have state and federal COVID-related funds already impacted budgets?

The CARES Act's Higher Education Emergency Relief Fund allocated \$3.4 million to Rice University by formula. At least half will be awarded to students (excluding those enrolled in online degree programs) for expenses and financial hardship related to the disruption of campus operations due to coronavirus. The other half was for the institution to cover its costs associated with supporting students during the coronavirus.

Although not required by the CARES Act, Rice decided to allocate the entire amount to benefit students, to be distributed in two phases.

Phase One was the distribution of about \$1.9 million to eligible students shortly after the funds were drawn down by Rice. Phase Two will occur in fall 2020, after the university receives the funding, and will be based on different criteria provided at that time.

No other state and federal COVID-related funds have come to Rice yet.

In terms of finances and what all of this means for our budget, we are still assessing the situation. There are very significant costs both from the protective measures we are taking and lost revenues from vacant housing and other sources. We have adopted modest budget reductions for the coming year, including a hiring freeze and pay freezes.

8. N/A to Rice.

9. Does your institution have a public, online dashboard for the reporting of positive COVID-19 cases which is updated daily? If so, what is the link to the dashboard?

Yes, our new dashboard with testing statistics is now available on the COVID-19 website, which can be found at: <https://coronavirus.rice.edu>.

While we will report population-level statistics on this dashboard, we will not disclose any individual's private health information. We will continue to adhere to legal privacy requirements, and identifying information will only be available to those who have a need to know in order to provide appropriate accommodations or to track the virus.

### **Southwestern Adventist University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

We are ensuring the health and safety of students, faculty, and staff. Our classrooms will be occupied at no more than 50% occupancy. All students, faculty, and staff will wear masks in classrooms and in all public places. In lab settings, all students and faculty will wear masks and face shields. Dormitories will be designed for single-occupancy. All food in the dining halls will be served by dining hall employees (students will not serve themselves). Dining hall seating is greatly restricted. Prepared boxed meals will be provided for those needed quick service. Social distancing governed by floor signs will be used in the dining halls.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

Our Health Services Office has an arrangement with the County physician to have orders provided to any impacted employee or student and locations given for all COVID-19 testing.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

Currently, we are with NCCAA and athletics will continue this fall. Limited fan capacity for social distancing will be maintained and masks will be required.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

Enrollment projections look similar to last year.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

All staff and faculty have been kept updated throughout the summer and they are ready to begin fall semester with the new normal.

6. How have state and federal COVID-related funds already impacted budgets?

The CARES Act funds have been a tremendous benefit to our University and to our students. Our students were extremely grateful for the funds we provided them through the federal funds.

**Southwestern Assemblies of God University**

Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Yes. SAGU's policies are in accordance with federal and state directives. Masks are required in all buildings (including classrooms) and outside when distancing is not possible. Exceptions include when a student is in their own dorm room and while eating in the cafeteria. Classes have been moved to larger venues to improve distancing or class size has been limited when a larger venue is unavailable. Table placement in dining hall has been arranged to achieve distancing.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

Health screening with temperature check will occur at check-in and 2 times per week throughout the semester. Testing will not be required prior to enrolling and SAGU does not plan to offer on-site testing. Students experiencing symptoms would be required to access testing through a local medical provider. Those testing positive will be required to return home until clearing the virus. Those known to have had contact with a positive case would be required to quarantine in a dorm with a specific floor set aside for this purpose.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

SAGU is affiliated with the NAIA which is in process of finalizing directives for the season. At this point fall sports are slated to start late fall (unless circumstances worsen) and play a

conference only schedule that will be completed in the spring. Very specific protocols have been established by the NAIA including a required test prior to the first contest and a rigorous screening protocol. Fans will be required to distance and wear masks.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

SAGU will know for sure by first day of class (Aug 24), but at this point numbers look comparable to last year.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

There has not been a noticeable impact. SAGU is working to accommodate a select number of staff and faculty with underlying health conditions.

7. How have state and federal COVID-related funds already impacted budgets?

They have been a tremendous help to SAGU given the challenges faced. Additional funds would assist greatly.

**Texas Christian University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

TCU's plans relating to the academic experience can be found here:

<https://www.tcu.edu/connected-campus/students-families/academic-experience.php>. Important items of note include: a flexible learning environment, including the ability to choose a fully online learning experience, required face coverings, reconfigured classrooms and learning spaces, frequent cleaning and available cleaning supplies, enhanced academic support, and a condensed fall semester calendar.

TCU's plans relating to the on-campus student experience, including residential living and

dining halls, can be found here: [https://www.tcu.edu/connected-campus/students-](https://www.tcu.edu/connected-campus/students-families/student-experience.php)

[families/student-experience.php](https://www.tcu.edu/connected-campus/students-families/student-experience.php). A comprehensive Q&A on campus dining can be found here:

<https://dining.tcu.edu/faq/>.

Employee protocols relating to classrooms are outlined here: [https://www.tcu.edu/connected-](https://www.tcu.edu/connected-campus/faculty-staff/classrooms.php)

[campus/faculty-staff/classrooms.php](https://www.tcu.edu/connected-campus/faculty-staff/classrooms.php), and protocols relating to office spaces are outlined here:

<https://www.tcu.edu/connected-campus/faculty-staff/offices.php>.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

TCU's full Public Health Guidance plan can be found here:

<https://www.tcu.edu/coronavirus/files/Public-Health-Guidance.pdf>. The on-campus Brown-Lupton Health Center will test students who have symptoms consistent with COVID-19 and/or students who are asymptomatic but have a known suspected exposure. The clinic runs viral tests from four different platforms with results generally within an hour. TCU has partnered with University Urgent Care to provide after-hours testing. Faculty and staff who display symptoms consistent with COVID-19 or were recently exposed to COVID-19 are instructed to seek a viral test from an off-campus health provider/testing facility. The University Urgent Care is prepared to test TCU employees.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

TCU Athletics developed a return to campus plan for student athletes in consultation with local and state health officials. Excerpts from the plan can be found here:

<https://gofrogs.com/news/2020/6/12/football-returns-to-campus.aspx>.

TCU is a member of the Big 12 Conference. At this time, the Big 12 plans to proceed with a 10-game football season and conference-only schedules for other fall sports. Health and safety guidance for fall 2020 home football games can be found here:

<https://gofrogs.com/sports/2020/8/4/2020-football-faq.aspx#Mobile>. Based on recommendations from state and local authorities TCU will have a maximum capacity of 12,000 for home football



games (25% capacity). Tailgating is prohibited in all lots and spaces. Other healthy and safety measures include, but are not limited to: face coverings required by all in attendance, mobile ticketing for contactless entry, physical distancing markers placed throughout the stadium, and more. A more comprehensive list can be found at the link above.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

Current projected enrollment figures are positive but below budgeted figures. We anticipate a significant budget shortfall due to four primary factors: a slight decrease in enrollment compared to the level budgeted; increased financial aid for online classes; an increase in need-based aid; and modified athletic programs with anticipated lower revenues.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

N/A

6. How have state and federal COVID-related funds already impacted budgets?

N/A

9. Does your institution have a public, online dashboard for the reporting of positive COVID-19 cases which is updated daily? If so, what is the link to the dashboard?

TCU's COVID-19 Dashboard can be found here: <https://www.tcu.edu/connected-campus/covid-19/case-count.php/>. Case counts are updated by 9 a.m. Central Time on weekdays. All of TCU's COVID-19 communication can be found on our Connected Campus microsite here: <https://www.tcu.edu/connected-campus/covid-19/>.

### **Texas Lutheran University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Texas Lutheran University has an extensive plan (see [www.tlu.edu](http://www.tlu.edu)) that outlines academic safety measures, residence halls (all single occupancy), and dining options (safety protocols in place with more grab-and-go options added).

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

We will have tests on hand to utilize as needed, but we are not testing all incoming students. We are working with a lab in Austin to obtain tests and have them analyzed. We are also partnering with a local clinic for individual student referrals, and testing can be done there if needed.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

All fall sports have been moved to the spring. We will have some practices arranged later in the fall semester, following NCAA guidelines. We will also have sufficient tests to use for athletes once practices begin.

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year? At this point, we are estimating a full-time enrollment that will be approximately 20 students fewer than last year (likely around 1390 compared to last year's 1406).

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic? No.

7. How have state and federal COVID-related funds already impacted budgets? Government stimulus monies proved to be a tremendous help in both last year's and this year's budget. Funds provided direct help to our students, as well as to our institution, helping offset revenue losses in conjunction with room and board. We also benefitted from the Paycheck Protection Program, enabling us to maintain our compensation expenses with little adjustment.

## Texas Wesleyan University

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Texas Wesleyan University has taken aggressive steps to guard the health and safety of our students, faculty and staff. The university established a task force and working groups to develop return to campus guidebooks for all employees and specific guidebooks for faculty and students. These guidebooks were developed in consultation with guidance and advice from the Texas Education Agency (TEA); the CDC, The American College Health Association (ACHA), Tarrant County Public Health, UNT Health Science Center, and Texas Health Resources. The task force and our working groups consulted widely among university constituency groups via Town Hall meetings and Faculty meetings.

These guidebooks set forth the many steps the university is taking to protect the health and safety of our students, faculty and staff. These guidelines may be found on the university website.

Faculty/staff guidelines can be found here: <https://txwes.edu/coronavirus/rams-return/faculty--staff-guidelines/>

Student guidelines can be found here: <https://txwes.edu/coronavirus/rams-return/student-guidelines/>

These steps include but are not limited to:

- Mandatory Online COVID-19 Awareness training
- Enhanced workspace cleaning protocols including daily deep cleaning of office spaces and classrooms.

- Mandatory daily COVID-19 symptom self-screenings for employees, students, and visitors prior to coming to campus. Symptomatic individuals will not be allowed on campus. Physician release and/or negative test result for an employee who has had COVID-19 to return to work.
- Mandatory face coverings for all individuals on campus.
- 6ft social distancing with spacing markers throughout campus
- Directional signage throughout buildings on campus
- Reduced density on campus through remote work, reduced occupancy in the dorms (private bedrooms), and hybrid face-to-face / virtual class instruction.
- Reduced occupancy in dining facilities as well as construction of outdoor dining facilities.
- Reasonable accommodations for remote work for employees at higher risk for COVID-19
- Contact tracing for confirmed COVID-19 positive cases
- All classroom capacities and seating arrangements has been adjusted to reflect CDC social distancing guidelines.
- Faculty and students are responsible for sanitizing their workspace using University provided supplies before and after use.
- The academy has adopted a three phase plan to ensure continuity of instruction in the event of faculty illness.
- Students may choose to attend classes asynchronously.
- Each program with a practicum experience (Education, Music, Theatre, Nurse Anesthesia, Family Nurse Practitioner, Internships, Clinicals) has incorporated plans

for safety in the applied experiences. For Chemistry and Biology specifically, the faculty will limit the number of students in each lab and will provide personal protective equipment (nitrile gloves, masks, gowns) to students and faculty. In some cases plexiglass barriers have been installed to lab benches to reduce aerosol movement.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

The University does not have on-campus testing capabilities. We have contracted with a private lab to conduct testing.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

- Pending any modifications in rules from the National Association of Intercollegiate Athletics (NAIAA) or guidance from the CDC, or our local public health professionals, the university will play limited schedules in the Fall and will continue those seasons in the spring.
- The start of Fall practice and competition has been delayed.
  - Practices will be phased in over the course of one month.
  - Initially, small groups will be allowed to participate in strength and conditioning workouts.

- The size of workout groups will increase and the manner in which practice is conducted will change consistent with guidance of our medical director and local public health professionals.
- The university's extensive plans to help keep student athletes safe were developed in consultation with our athletic program medical director, Athletic Action Team Task Force, and local public and private health professionals.
  - Student athletes living on campus have been provided with private bedrooms.
  - Each of our student-athletes is required to submit a daily symptom questionnaire and to provide a daily temperature check before any athletic activity is permitted.
  - The same screening process will be conducted prior to all athletic competitions for student-athletes, coaches, and game management personnel.
  - All student athletes underwent COVID-19 testing and cardiac screening prior to being released to participate in athletic activities.
  - Cardiac screening included triponins testing and EKGs for student-athletes who tested positive for antibodies.
  - Coaches are also being tested.
  - Each student-athlete attended a virtual COVID 19 educational session that included a question and answer component with our athletic trainers and medical director.
  - The University also provided online COVID 19 educational modules for student athletes.
- Athletic events on our campus will limit spectator capacity to 50%.

- We will alter our capacity numbers as the city of Fort Worth adjusts its guidance for public gatherings.
- We plan to provide social distancing measures inside our venues as well as in our spectator entry and exit process.
- Hand sanitizing stations, restroom protocols, signage and game monitors will all be a part of our safety strategy.

4. What do projected enrollment figures and formula funding look like to institutions for this school year?

The university has planned for a 15% reduction in new domestic enrollments, 50% reduction in new international enrollments and a 15% reduction in retention. We will not know final enrollments until census date.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

No. The university has not had any employee resignations due to concerns about the pandemic. Likewise, there has been no impact on Faculty retention. Faculty and staff with certain underlying medical conditions placing them at increased risk of severe illness from COVID 19 were provided accommodations to teach courses or work remotely (virtually).

7. How have state and federal COVID-related funds already impacted budgets?

Texas Wesleyan University received \$928K that was distributed directly to students and an additional \$928K for institutional purposes. The restrictions on the institutional portion of the federal relief made it difficult to use.



## **University of the Incarnate Word**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Absolutely yes. UIW guidance and pandemic-related policies are gathered in one publicly available web resource, at <https://www.uiw.edu/covid-19/index.html>. In addition, the Cardinal Flight Plan, was created to provide information for students and employees as the institution began its phased reopening. The Cardinal Flight Plan can be found at <https://www.uiw.edu/cardinal-flight-plan/index.html>

Policies and protocols follow a phased response that complies with CDC, state, and local directives. Policies run the full spectrum, from limiting the number of people in campus spaces, basing operational decisions on CDC and local gating criteria, mandating the reporting of illness and viral exposure, compassionate care for those infected and impacted, and facilities protocols to clean and sanitize infected areas. Specific protocols are in place to support the safety and response to on-campus residents, to limit interactions and enforce safe distancing in dining facilities, and to assure safe practice in classrooms and labs.

For Fall classes, all lecture-based classes are being taught online, and in-person sections are limited to those hands-on courses whose outcomes can only be learned and demonstrated in

person (about 1 of 7 classes). In-person courses have additional safety protocols and guidance for faculty, as well as signage and Plexiglas barriers appropriate to each space.

UIW has also instituted an on-line, Corona symptom health screening tool for all faculty, students, staff and visitors to ensure health safety of campus and spread of COVID-19 in the San Antonio community. Everyone coming to a UIW location completes the screening questionnaire each day in order to confirm they are safe to work in person.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

UIW required and provided pre-arrival testing for all on-campus residents and for all student athletes. Athletes will continue to be tested on a regular basis – once a week while in season, every other week if out of season. The percent of student-athletes tested depends on the risk level of their sport.

UIW Health Services will also conduct random testing of all in-person students. The monthly testing percentage depends on the level of phased response (defined largely by the amount of community Covid-19 transmission). If the amount of testing on student athletes does not meet that level for monthly testing, additional students will be selected for random testing.

UIW does have the capacity to do accurate, rapid testing. Five costly machines were purchased in order to have that capacity. On the other hand, our institution is severely strained in the number of healthcare and support personnel needed to conduct the testing while they also run the campus clinic, plus the people needed for the prompt follow-up for internal contact tracing which is essential to minimize the spread of any positive cases.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

UIW continues to lead the Southland Conference in recommending against any collegiate athletics this Fall. The Conference has decided to postpone all Conference play for Fall 2020, and UIW will decline any non-Conference competitions out of an abundance of caution for the safety of our students. We will continue to hold voluntary practices, and strength and conditioning, following strict safety protocols.

4. What do projected enrollment figures and formula funding look like to institutions for this school year?

UIW is pleased to report that new FTIC numbers are nearly identical to last year, our fall-to-fall retention is actually higher than last year, so we anticipate formula funding to hold steady.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

We have not observed any measurable difference in personnel retention through the pandemic.

With reasonable forecasts for our annual budgets, UIW was able to avoid any mandatory furloughs or layoffs. Instead, certain classes of employees were provided opportunities to consider optional furloughs, sabbatical, or early retirement. The University also implemented a hiring freeze in March that will continue as long as needed to help control costs during this uncertain time. Furthermore, salaries were frozen and operating budgets were reduced for fiscal year 2020-21 as a conservative measure until the complete impact to Fall operations is determined.

7. How have state and federal COVID-related funds already impacted budgets?

The University was awarded approximately \$5.6 million in CARES Act grant funding, including \$2.6 million for direct student support which was quickly disbursed to assist our students with their pandemic-related financial needs. In addition, the remaining \$3 million helped defray the costs incurred as a result of COVID-19. The University refunded nearly \$2 million to students for room, board and parking due to closure of the dorms after Spring Break and the transition to online classes for the remainder of the Spring semester. The University also paid approximately

\$900,000 in salaries and benefits to staff and student employees that could not work from the onset of the pandemic through May.

In addition, the University has already spent hundreds of thousands of dollars on personal protective equipment, primarily for the health professions programs, to help ensure our students and employees are safe. UIW has also taken advantage of the payroll retention tax credit and deferred payroll tax programs, and is in the process of applying for Federal Emergency Management Agency (FEMA) funding.

These programs allowed the University to better manage cash flows and reserve significant funds from fiscal year 2019-20 operations to help subsidize fiscal year 2020-21 if needed, especially given the other lost revenues caused by the pandemic including a significantly reduced NCAA distribution for athletics, cancelled facilities rentals, etc.

### **University of St. Thomas**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

UST's Emergency Task Force has been meeting bi-weekly since February to assess, develop, and deploy safety protocols with the goal of exceeding recommended guidance.

Informative signage is posted across campus. All students, faculty and staff are encouraged to follow guidelines established by the CDC and other groups with similar expertise to minimize

the risk of exposure to COVID-19. These resources are available online at [stthom.edu/stayhealthy](http://stthom.edu/stayhealthy). Students, faculty, staff and outside guests are required to go to a temperature taking station and complete an electronic self-evaluation to identify any potential symptoms of COVID-19. Individuals who are cleared for entry will be given a band that will allow them access to buildings on campus. Our campus is marked with our mascot's "paw prints" in all heavily trafficked areas to indicate safe physical distancing. The use of masks is mandatory at all times, both while indoors and outdoors. Sneeze guards are in place in designated areas. Anyone diagnosed or who may have potentially been exposed will be immediately quarantined and the University will activate a team of trained contact tracers to mitigate the exposure risk as quickly as possible. Facilities personnel have received training for proper sanitation procedures and use of the new electro-static sprayers.

Inside the classroom, students will be spaced 6 feet apart and wearing masks, and instructors will be wearing PPE as well. If a hybrid or purely in-person class was unable to be accommodated by the size of a particular classroom, that class has been assigned to a larger room, or divided into two groups that will alternate between in-person and online instruction. Larger facilities normally reserved for events are being repurposed for academics as well.

Interactive virtual lab settings will be used in addition to in-person labs. UST has hired a team of instructional designers skilled in developing online options to what were once limited to in-person experiences. In all cases where work can be completed virtually, those accommodations are being made.

Residence halls will be open and all students will be tested for COVID-19 before move in. Testing will be free to students if not covered by that student's insurance. The residence halls will be occupied at a limited capacity with many students living in single occupancy rooms, In some situations, double occupancy requests will be allowed if the students meet specific criteria and sign a waiver. Common areas will be restricted and temperatures will be taken before students enter the residence halls. For health and safety reasons and to reduce density on campus, visitors will not be allowed.

A set of environments and services to support Main Campus student life in ways that are structured to reduce density, maintain physical distancing, and provide virtual participation will be provided.

Meal service will continue throughout the semester and protocols for service are in place. Dining services will include increased grab and go options for students, tables that are physically distanced, and an increase in the number of spaces where students can eat.

UST has suspended university sponsored international travel for business or study and all non-essential university related domestic travel through December 21, 2020. Procedures for reporting domestic and international travel have been established. Restrictions for returning to campus after travel to locations with a CDC level 2 or level 3 are in place.

2. What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

UST partnered with UMMC to provide optional free testing to faculty, staff and students. Drive through testing was offered on three different dates. COVID-19 testing is only being required for student athletes, those living on campus and those interacting with students such as coaches, RA's, etc.

3. If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

The University of St. Thomas Celts Athletic teams will not be able to compete against other schools this fall. As part of the Southern Collegiate Athletic Conference and the NCAA we have postponed all outside athletic competition until at least January 1, 2021.

Our student athletes will be able to practice and prepare with their teammates and coaches this fall with the hopes of competing in the spring. Extensive NCAA re-socialization guidelines, daily institutional screening, and new virus preventing practice protocols have been implemented to protect our athletic and campus community.

4. What do projected enrollment figures and formula funding look like to institutions for this school year?



Fall enrollment projections are looking great for the University of St. Thomas. Both new freshmen and transfers are at a university all-time high. Enrollment in our three associates degree programs are very strong as is our new ABSN. New Veteran student starts are double what they were last year. New Graduate enrollment students are tracking ahead of last year.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

“Thus far, there has been no noticeable impact on staff or faculty retention with regard to concerns about the pandemic. UST has had no problems retaining staff or faculty and there have been no resignations or employees relocating due to the pandemic. In addition, we have had no difficulty recruiting candidates for our open positions.”

7. How have state and federal COVID-related funds already impacted budgets?

“The availability of federal cares act funds have enabled the University to support our diverse and needy student population. These funds also supported the modality changes needed to safely educate our students and to support a safe and effective learning environment for the 2020-2021 academic year. However, these funds are running low, and additional investments will be needed to effectively deliver a high quality educational experience for our students.

Without these fund allocations our University would have had to deficit spend which would have severely strained its limited financial resources and reserves.”

### **Wayland Baptist University**

1. Are institutions of higher education ensuring the health and safety of students, faculty and staff during the 2020 Fall Semester? When applicable, please speak directly to classroom and lab settings, dormitories and dining halls.

Ensuring health and safety of faculty, staff and students for any WBU owned or controlled campus or teaching site:

- Prior to the start of the fall term, all individuals entering a WBU facility were required to complete a health survey confirming no COVID-19 symptoms, travel history and other relevant questions
- With the start of the fall term, a health survey must be completed if health conditions of a faculty member, staff or student change.
  - Any individual experiencing symptoms is directed to stay home and to seek medical attention if symptoms warrant.
  - Extensive signage is posted in all facilities: entry sign (stressing face coverings, hand hygiene, social distancing, and a code to complete the health survey), symptom sign, notice of closing of water fountains, and others as appropriate for individual buildings or situations (e.g., signage for elevator capacity and directional stairwells has been put in place)
  - Both face-to-face and online educational components were developed

stressing sanitation and social distancing.

- CDC protocols are followed, supplemented by additional state and local guidance (e.g., THECB-recommended health protocols for institutions of higher learning) for sanitation, face coverings and social distancing.
  - Face coverings are required for all individuals on campus at all times, with limited medical exceptions or when eating or drinking—required during class, in all buildings and when outside in situations where social distancing is difficult.
  - CDC-recommended/EPA-approved sanitation supplies are used for disinfecting.
  - Hand sanitizing stations were established at multiple points in all buildings and/or hand sanitizer is made available.
- General cleaning includes routine high touch point disinfection (e.g., stair rails, door knobs, light switches) using CDC/EPA-approved cleaning agents, with a day-time disinfection of high traffic restroom in addition to evening/night disinfection.
- Disinfecting misters are used for all athletic facilities, common areas, community bathrooms and other larger or high-traffic areas
- Travel is limited to essential travel; all WBU vehicles contain disinfectant wipes and hand sanitizer and each is sanitized before and after each use.
  - When travel is permitted, health protocols such as social distancing and sanitation will be followed to the extent possible.
- Process is in place for high-risk faculty and staff to self-report and

request accommodation (e.g., working remotely).

- Enhanced communication mechanisms were implemented.
  - Information page developed for WBU website that contains university policy concerning safety protocols, CDC information, WHO information, prayer requests, and printable signage for each campus.
  - Weekly updates from the president are also published on the website.
- A telecommuting policy was developed and implemented.
- Protocols were developed for faculty or staff testing positive for COVID-19 – must be released by primary care physician and the local health department prior to returning to work.
- Fall schedule was modified for the residential campus--early start allows students to finish coursework by Thanksgiving break to preclude travel away from and return to campus multiple times during the term (e.g., eliminated Labor Day weekend, fall break).
  - Students will leave at Thanksgiving and not return to campus until January.
- Developed hyflex options for classes (student can choose whether to attend online or in person, or can attend some sessions online and others in the classroom).
- Ensured “socially distanced” classrooms by moving some classes to larger spaces, limiting class size when necessary, teaching classes outdoors when feasible, and similar strategies.

- Classrooms are sanitized between classes (also make cleaning supplies available to students to sanitize after classroom use and before starting the class).
  - Doors, stairwells and elevators are cleaned and disinfected at least twice a day.
- Purchased Zoom licenses, webcams to allow for virtual meetings, faculty office hours, class meetings.
- Cancelled graduation ceremonies and other events where groups of individuals would gather.
  - Where feasible, developed alternate recognition or virtual venues.
- Instructors are prepared for online delivery for all courses should that become necessary during the term or session.
- Mandatory training such as Title IX and Student Conduct training are online.
- Faculty, staff and students are strongly encouraged to get a flu shot to reduce the number of cold and flu infections.

Additional guidance for residential campus:

- Modifications to dining include:
  - No buffets – all food is served by food service employees.
  - Plexiglass dividers are being installed in all three main dining areas (estimated completion date for installation: September 4)
  - Seating is available in multiple locations, with reduced seating in each area to allow for social distancing.
  - To-go boxes are readily available upon request.

- Quarantine facility was established and staffed by residence hall supervisors.
- Returning international students are required to quarantine for 14 days.
  - Students who have been in contact with someone who has tested positive for COVID-19 are required to quarantine for 14 days.
  - Students exhibiting symptoms who have not been in contact with a person testing positive for COVID-19 will report their condition to the Director of Health Services, who will determine whether the student needs to self-isolate in their dorm room, receive testing for COVID-19, or enter a designated quarantine facility.
- Students in quarantine will:
  - Have meals delivered to the dorm;
  - Will have access to a computer in order to continue their course work;
  - Be allowed to go outside, adhering to social distancing requirements; and
  - Will not be allowed to enter any other Wayland building during the period of their quarantine.
- Training was developed for resident assistants and the housing staff.
- A virtual mandatory dorm meeting was created where dorm residents were required to view a video about dorm regulations and complete an online quiz.
- Private rooms were assigned based on availability.
- Housekeeping cleans restrooms in the dorm twice daily for high-risk dorms and residents are responsible for disinfecting restrooms once a day in other dorms.
  - Disinfectant wipes are provided for students to disinfect surfaces

prior to and after use.

- Established traffic patterns to encourage social distancing (floor spacing, “one-way”

*stairways, limited elevator capacity*).

- Common spaces accommodate seating in groups of no more than four with tables six feet apart; masks are required unless eating/drinking.
  - Housekeeping disinfects common areas twice each day.
- Student organizations are encouraged to use online meeting tools in lieu of in-person meetings.
- Options are available throughout the term for virtual/dorm room activities to lessen person-to-person contact.
- A modified new student orientation was developed to help ensure adherence to CDC guidelines.
- No outside events will be held on campus.

**2.** What plans are in place for on-campus COVID-19 testing? Do institutions have the capacity to provide testing on campus, both in terms of available supplies and labs to process tests?

- The Director of Health Services has received permission to collect test samples on campus and also to refer WBU students or employees to local labs for testing.
- Texas Department of Emergency Management has conducted four days of testing on

*WBU's Plainview campus—two in July and two in August.*

- Testing was open to Wayland employees and students and was free of charge.
- The Director of Health Services will continue to coordinate such testing sessions when they can be made available.

- Three additional test dates have already been scheduled:

September 8, October 13 and November 17

- The Wayland health plan covers all aspects of FDA-approved COVID-19 testing, including the test, the doctor visit, and any labs associated with the test.
- For those employees who do not participate in the health plan or who are uninsured, the Families First Coronavirus Act (amended through the CARES Act) ensures FDA- approved testing for COVID-19 testing is covered with no cost to the individual being tested, including copays, deductibles and coinsurance.
- The Human Resources Office provided this information to all employees.
- Students who are referred to primary care providers for testing are covered by the same provisions of law.

**3.** If applicable, what are plans for collegiate athletics this Fall? How will student athletes be kept safe? If fans will be permitted to attend events, how will fans be kept safe?

*Overview plan for fall athletic:*

- Wayland Baptist University is adhering to NAIA and Sooner Athletic Conference regulations related to start of practice and competition for sports.



- No sport practices occurred prior to August 15<sup>th</sup> and no competitions will be held prior to September 5<sup>th</sup> for any sports besides football--September 12<sup>th</sup> is the first available competition date for football.
- The Sooner Athletic Conference has additional restrictions related to SAC sport competition this fall.
  - No SAC competition will occur prior to October 15, 2020 and all fall competitions must be concluded by November 14, 2020.
  - SAC competition will be limited in number (example: 3 football games in 5 weeks) in order to provide additional time to properly treat, contact trace and quarantine any individuals who might be infected.
- Some non-conference competition and/or scrimmage contests will be allowed prior to October 15<sup>th</sup>, but these will be limited in number and must be scheduled and played under all current NAIA competition rules for type and number.
- Related to competition, all athletes, coaches, game personnel and officials will be screened for symptoms and have temperature checks by medical/athletic training personnel prior to each contest and within twelve hours after that contest.
- All spirit groups and/or bands will be screened in the same manner prior to access to any competition venue.
- Locker rooms, practice facilities, weight rooms, training rooms, and competition venues will be disinfected daily and again prior to visiting team arrival.

- All Wayland Baptist University student athletes will be COVID-19 tested within the first week of school as part of the pre-practice physical.
- Equipment - game balls, high-touch surfaces, water coolers, bench supplies, uniforms/towels:
  - Follow the normal routine of cleaning high-touch surfaces and objects with soap and water.
  - Provide coolers with disposal cups (avoid squirt bottles) for water).
  - Disinfect high-touch surfaces regularly.
  - Wear gloves when handling uniforms, towels, and other personal items. Team members should not share towels on the bench.
  - Balls that go out of play and are handled by fans must be sanitized before being used again.
  - SAC/WBU screening of student athletes, coaches, officials and other game management personnel is required.
- Competition:
  - Student athletes and coaches will submit a symptom questionnaire to the athletic trainer at his/her institution prior to each game within 12 hours of the competition.
  - A temperature check will be administered by the athletic trainer prior to entering the game venue for all student athletes and all coaches.
  - The respective trainer for each school will be responsible for monitoring the symptom questionnaires and temperature checks.
  - Game officials will be required to submit a symptom questionnaire to the

home team's athletic trainer within 12 hours of the start of the contest.

- A temperature check will be administered by the home team's athletic trainer once the official arrives for the contest. The expectation is that game officials will do a self-temperature check prior to traveling to the contest. If an official reports registering a temperature higher than 100.4° prior to departure, it allows time to attempt to find a replacement official.
- Game management personnel will follow the same screening protocols as game officials.
- NAIA, SAC and WBU screening requirements:
  - Monitoring of the temperature of each participant prior to the start of practice *daily, specifically monitoring for a fever  $\geq 100.4^{\circ}$*
  - Observation or self-reported feelings of illness
  - Medical history questioning related to common COVID-19 indicators and exposure to the COVID-19 virus.
  - The screening process will identify student athletes, staff or other game-day participants who should be withheld from participation and referred for further evaluation or COVID-19 testing. Per NAIA Guidelines: A weighted scoring system will be utilized to determine the threshold for withholding a participant.
  - Symptoms and responses from medical history questioning should be scored as follows:
    - EXPOSURE SCORE: Within the last 14 days, have you been in close contact unmasked with someone who has been diagnosed

with Coronavirus? Close contact is < 6 feet for ≥15 minutes (unless a negative test result has been received since exposure)—2 points

- SYMPTOMS (Self-reported)
  - TEMPERATURE OF 100.4° F or greater—2 points
  - REPEATED SHAKING OR CHILL—2 points
  - COUGH (new or different than normal)—2 points
  - SHORTNESS OF BREATH (not associated with preexisting condition such as asthma)—2 points
  - NEW LOSS OF SMELL and/or TASTE—2 points
  - LOOSE STOOLS / UPSET STOMACH—1 point
  - MUSCLE PAIN—1 point
  - SORE THROAT—1 point
  - HEADACHE—1 point
  - CONGESTION (not associated with preexisting condition such as allergies)—1 point
  
- Total score of 0: Continue with standard precautions and monitor regularly for changes in symptoms. Allow individual to continue participation under supervision.
  
- Total score of 1: The symptoms described by the individual warrant further investigation by the healthcare team.
  - *Expand screening to obtain further information. Based on responses, healthcare team will determine whether to allow participation or refer individual for additional care.*

- Total score of 2: The individual is to immediately be removed from practice and/or competition and referred to healthcare provider for care. A release for return to activity from the healthcare provider must be provided prior to return to practice or competition.
- Submitting Results: To streamline the screening process, the NAIA is developing an online solution that will be used to verify that the screening protocol was followed. The athletic trainer or institutional representative will be asked to verify that the appropriate steps were taken for all individuals screened, and indicate how many total individuals were withheld.
- Removal from Competition or Practice: If a student-athlete is withheld from participation through the screening process, he or she must:
  - Quarantine immediately,
  - Consult with a healthcare professional, and
  - Continue to be withheld from athletic activities until he or she receives a release from a healthcare professional or a negative polymerase chain reaction (PCR) test.
- Spectators: *Neither Wayland Baptist University nor the Sooner Athletic Conference have yet made a determination as to whether spectators will be allowed into competition venues.*
  - If the decision is made to allow spectators, self-screen expectations listing common symptoms will be prominently posted and a volunteer temperature check booth will be established.

- The listed capacity for each venue will be on file with the SAC Commissioner and Wayland Baptist University will follow local guidelines on capacity (e.g. 50 percent so long as social distance can be maintained)
- Interactions between fans and competition participants will be strictly controlled.
- NAIA has directed that all fall sports championships will be held in Spring 2021
  - Each conference and school can determine possible Fall competitions
  - As research reveals more effects of COVID-19, additional medical protocols are being considered

4. What do projected enrollment figures ~~and formula funding~~ look like to institutions for this school year?

- Wayland projected a 14% decline in enrollments at the Plainview campus (the residential/home campus in the system). With Fall enrollments not yet finalized, decreases from AY 2019-2020 could range from 10% to 20%.
- For its external campuses, Wayland projected a 16% decline in enrollments for AY 2020- 2021. With Fall enrollments not yet finalized, it appears that decreases in enrollment could range from as little as 10% to as much as 20% from AY 2019-2020 enrollment figures.
- Fall enrollment is generally an excellent indicator of enrollments throughout the academic year, so Wayland projects a 10-20% decrease from AY 2019-2020.

5. Has there been a noticeable impact on staff or faculty retention with regard to concerns about the pandemic?

#### Staff

- Yes--as we continue to work through issues surrounding the pandemic, Wayland Baptist University has seen a noticeable impact on staff members.
- This has been even more apparent in recent weeks when staff members were asked to return to work for the fall term.
  - Primary concerns have been health risks and childcare issues due to the lack of available facilities as well as fear of exposing their children.
  - Several have been directly impacted by illness with resultant loss of work time.
- These circumstances have created difficulties in successfully returning team members to the work environment.
- In addition to the direct impacts on staff, administrative demands have also increased.
  - Heavier sanitation practices and safety precautions have placed a greater burden on sanitation and maintenance crews.
- While some attrition is natural, some employees are understandably concerned or fearful about the financial well-being of the university and possible future job loss as they follow the national news.

- These fears lead to exiting of staff members for other opportunities that may present themselves in what they perceive to be more stable industries.
- As attrition occurs, the time-to-fill, or ability to fill, has slowed.
  - Results in role expansion for various staff members who are taking on more work-load.
  - As the pandemic continues, the effects of longer term vacancies become more noticeable.
- With so much unknown, the university has implemented a review process to carefully consider which positions must be filled and which can be left vacant until conditions stabilize.

#### Faculty

- The Vice President for Academic Affairs reports departures of at least two faculty members that are attributed directly to concerns about COVID-10 and its impact.
  - One faculty member who has served the university for over four decades indicated he was resigning due to both health concerns and the possibility he would be required to teach online again if circumstances warranted. (He does not enjoy teaching online.)



- A second faculty member resigned to accept a teaching position in the public schools based on his fear that the enrollment declines and economic impact of COVID-19 on the university might result in the elimination of his position.
  - He considers the public school sector to be more stable than the higher education sector.
- Multiple faculty members have expressed concern about their ability to continue working when daycare is not readily available or is not considered safe for their child(ren).
- The uncertainty over the status of public schools for older children is also a frequent concern.
- While there have not yet been resignations from this group of individuals, the start of the academic year may precipitate additional resignations.

**7. How have state and federal COVID-related funds already impacted budgets?**

- The only COVID-related state or federal funds received to date that are related to the operating budget were from the Higher Education Emergency Relief Fund (HEERF).
  - Approximately \$1.25M in funding was allocated to COVID-related expenses incurred by the university, including replacing funds used for dormitory and meal refunds issued to students when the university transitioned the remainder of the term to an online delivery.
    - Approximately \$475,000 of those funds had been expended as of June 30, 2020.