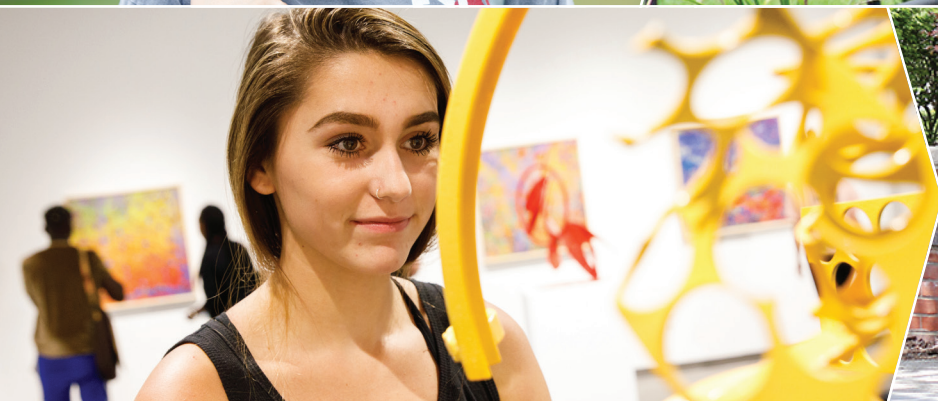




Moving Forward

Fall 2020



Roadmap and Guidance

For Students and Employees — July 15, 2020

MOVING FORWARD – FALL 2020

In charting a path forward under the circumstances of the COVID-19 pandemic, Frostburg State University (FSU) is committed to providing students, faculty, staff and the surrounding community an environment where educational excellence, leadership and creative expression can prosper amid the unprecedented pandemic. The following guidance will serve as a roadmap for the university as it gradually reopens campus to these vital endeavors.

FSU is poised to take advantage of unique campus characteristics to provide safety for students, faculty, staff and the extended campus community. FSU is located in a rural setting, but also has a world class hospital organization, University of Pittsburgh Medical Center, Western Maryland (UPMC), just miles away. FSU generally has small class populations making social distancing easier and maintainable. A smaller student population helps to identify at risk groups and individuals needing additional support or flexible protocols.

The FSU Recovery Response Plan is iterative, flexible, collaborative, and shall be modified as guidance and research change. The University will make decisions that are informed by, and will comply with, national, state, and local health organizations, as well as guidance from the President of the United States, Governor of Maryland, and the Board of Regents and Chancellor of the University System of Maryland (USM). Some decisions will rest with the institutional governance framework, and some will be imposed as official Governor's Executive Orders. As the FSU Pandemic Plan utilized a phased, interval, or response level approach, the institutional recovery response will require the same considerations. Comprehensive information regarding our pandemic recovery response can be found at [Moving Forward 2020](#).

FALL 2020 CAMPUS REPOPULATION

FSU is continuing preparations to offer on campus residence and education for the Fall 2020 academic term starting on Monday, Aug. 17. The ability to offer these services will be contingent on FSU's compliance with regulations and guidance from the Governor and the University System of Maryland. Additional guidance will come from the Centers for Disease Control (CDC), the Maryland State Department of Health, the Occupational Health and Safety Administration and the Equal Employment Opportunity Commission. The campus community will look different; however, FSU's plan assumes that widespread population surveillance testing may not be available or logistically feasible and is [not currently recommended by the CDC](#). Faculty, staff and students will be monitored for symptoms and potential cases of COVID 19 will be directed to the appropriate medical personnel in accordance with guidance from the

USM COVID Task Force. Course offerings will be different as FSU implements a dual modality educational platform that incorporates social distancing, use of technology, and reconfigured space. In order to be prepared for an Aug. 17 start date, faculty and staff must be back on campus before the students arrive. Thereafter, FSU plans to incrementally repopulate the campus. As such, the Pandemic Response Team has established seven areas that focus on nearly one-hundred recommendations for mitigating risk. These areas are:

- Communications Regarding Public Health Prevention
- Reduction of Spread and Protection of At-risk Populations
- Engineering Controls and Facility Capacity
- Academic Settings
- Residential Housing
- Health and Counseling Services
- Housekeeping
- Food Services

Additionally, the [Return to Campus Steering Committee](#) has commissioned 14 campus work groups to focus on identifying needs, assessing challenges, establishing priorities, procuring resources, and preparing our University community for the safest possible operations.

FSU PANDEMIC RECOVERY LEVELS

The Pandemic Response Team will inform the President and Executive Committee regarding risk assessment and mitigation during the institutional recovery response. These recommendations are consistent with information from the [National Coronavirus Response: A Road Map to Reopening](#) (American Enterprise Institute, 2020), the [Public Health Principles for Phased Reopening during COVID-19: Guidance for Governors](#) (Johns Hopkins Bloomberg School of Public Health, 2020), [Maryland Strong: Road Map to Recovery](#) (Governor Larry Hogan, 2020), [Interim Guidance for Administrators of U.S. Institutions of Higher Education](#) (Centers for Disease Control and Prevention, 2020), the [Implementation of Mitigation Strategies for Communities with Local COVID-19 Transmission](#) (Centers for Disease Control and Prevention, 2020), [Considerations for Reopening Institutions of Higher Education in the COVID-19 Era](#) (American College Health Association, 2020), and [COVID-19 Planning Guide and Self-Assessment for Higher Education](#) (OpenSmartEDU, 2020).

The institutional recovery response from Frostburg State University will require continued risk assessment of national, state, and local health conditions, as well as a phased-in State of Maryland response to recovery. Our response plan focuses on public health efforts, including

prevention and containment measures designed to reduce negative outcomes during recovery. As such, the Pandemic Response Team has developed three Pandemic Recovery Levels, along with the subsequent recommendations below for consideration during a phased-in recovery response that involves in-person campus operations. The recommendations below serve as guidance to initiate three Recovery Levels that incrementally, reasonably, and safely phase-in our institutional response while reopening campus. As the spread of the novel pandemic reduces, or a vaccine becomes available, it will be necessary for the President of Frostburg State University to make decisions regarding our Recovery Response Level based on information available from national, state, and local conditions, while following guidelines the USM and Governor's office.

PANDEMIC RECOVERY LEVELS

Level 1:

Classes remain online; essential housekeeping, maintenance, grounds keeping, and administrative staff return to work; small population of students on-campus; most operations continue to telework; preparations for reopening continue; social distancing, indoor face mask donning in the presence of others, hand washing, respiratory etiquette, and employee health monitoring are required.

Level 2:

Telework continues, but staff incrementally return to work to complete essential functions with reduced footprint authorized by supervisors; preparations for reopening continue; faculty return when contract commences; students return to campus with limitations on size of gatherings and reduced density in residence halls; as semester begins, classes may meet face-to-face with some blended modalities and reduced capacity; social distancing, indoor face mask donning in the presence of others, hand washing, respiratory etiquette, and employee health monitoring are required.

Level 3:

National, state, and local pandemic indicators trigger improved conditions; Governor's office and USM provides return-to-normal guidance; vaccine becomes available; some public health measures may stay in place, while others are incrementally lifted; operations and classroom restrictions begin to return to normal; recovery levels transition to preparatory phase.

RISK ASSESSMENT AND MITIGATION FOR FACULTY/STAFF REPOPULATION

A phased-in institutional recovery response will require continued risk assessment of national, state, and local health conditions. Guidance from the USM and information from the Governor's office will assist in the decision-making process as it relates to when and how FSU will gradually return to normal operations over a time period. Faculty/staff will be expected to acknowledge the conditions of a social contract that addresses expected mitigating commitments, such as wearing a cloth mask, self-quarantine if you are sick, isolate post-travel, etc. Faculty/staff should prepare to implement protective and safety measures including physical separation by barriers or practice physical distancing (6 feet) and on-campus personnel will adopt aggressive hygiene practices (e.g. hand washing, staying home when sick, respiratory etiquette, etc.).

AT-RISK GROUPS FOR FACULTY AND STAFF

As the University closely monitors health conditions, the current information available from the CDC has identified adults 65 years and older, and people of any age with serious underlying medical health conditions as having a higher risk for severe illness related to COVID-19.

The University is committed to supporting employees who are at a higher risk due to a pre-existing health condition or compromised immune system. Options have been provided for alternate work assignments, such as telework or alternative work locations. Employees may also use their accrued leave at their discretion. Additionally, information is available regarding [Emergency Paid Sick Leave or Expanded Paid Family & Medical Leave](#).

Requests for Americans with Disabilities Act (ADA) accommodations shall go through the [ADA/EEO Compliance](#) process. Requests that do not fall under ADA will be reviewed by the [COVID-19 Health and Safety Requests Team](#). Additionally, faculty seeking a temporary adjustment to their teaching assignment due to concerns outside the scope of ADA, may do so by submitting a written request to the [COVID-19 Health and Safety Requests Team](#).

FACULTY REPOPULATION

The summer academic term is mostly online. Faculty will return to campus on approximately Aug. 12. In an effort to continue to limit the human footprint on campus during the summer, faculty prior to accessing their academic building, must complete the online screening protocol at www.frostburg.edu/checkin. Additional [COVID-19 Resources for Faculty](#) have been prepared by the Provost's office.

STAFF REPOPULATION

Designated essential staff began to incrementally return to campus upon the Governor lifting the Stay-At-Home order, which launched FSU Recovery Level 1. As Recovery Level 2 begins, staff will continue to populate the campus based on recommendations from supervisors and division vice presidents. Repopulation efforts will consider essential functions, prioritization of work, institutional timelines, and preparation for student repopulation. Some staff will continue to telework, while others will incrementally return to campus in a reduced capacity with social distancing, indoor face mask donning in the presence of others, hand washing, respiratory etiquette, and employee health monitoring. In some job classifications, this will include temperature checks.

RISK ASSESSMENT AND MITIGATION FOR STUDENT REPOPULATION

Students will be expected to acknowledge the conditions of a social compact before returning to campus. The FSU social compact informs our community of the inherent risks during a viral pandemic and confirms a commitment to agree to public health protocols (wearing cloth masks, social distancing, social gathering restrictions, etc.). Students who have viral or cold symptoms will be required to self-quarantine. Capacity in the residence halls will be reduced in half by assigning all students to single rooms. Class size may be reduced, rescheduled in larger rooms and/or different days/times, and use of blended modalities will be used to reduce contact density and spread. The Center for International Education (CIE) will continue to monitor and adhere to travel guidelines for international students on campus as well as any FSU students abroad.

Students will be encouraged to follow CDC domestic travel guidelines. Those who return from an area that is deemed high risk will need to self-quarantine and seek guidance by calling [Brady Health Center](#) prior to resuming normal activities.

AT-RISK STUDENTS GROUPS

Current information available from the CDC has identified older adults 65 years and older, and people of any age with serious underlying medical health conditions as having a higher risk for severe illness. Although COVID-19 symptoms tend to manifest in less severe conditions for the traditional college student population, this population can also potentially be responsible for higher levels of asymptomatic spread given the nature of social interactions, propensity for risk-taking behaviors, and the potential for population density in college living environments. These variables increase the medical risks of COVID-19 for older and vulnerable populations that exists at higher rates among faculty, staff, and community members.

In conjunction with faculty and staff, the Academic Support Network, which includes many student services offices such as the Tutoring Center, Disability Support Services, Programs for Advancing Student Success, as well as the Brady Health Center and Athletics department, will help to identify at-risk student group attributes.

Requests for Americans with Disabilities Act (ADA) accommodations shall go through the [ADA/EEO Compliance](#) process. Requests that do not fall under ADA will be reviewed by the [COVID-19 Health and Safety Requests Team](#). Additionally, students seeking a temporary modification to the traditional classroom learning environment, such as completing coursework online due to concerns outside the scope of ADA, may do so by submitting a written request to the [COVID-19 Health and Safety Requests Team](#).

STUDENT REPOPULATION

Although a small number of students have resided on campus during our pandemic response and during Recovery Level 1, the campus will reopen to students with a phased approach beginning with Level 2 of the pandemic response designation. Some student employees will begin to return to campus on Aug. 9 and some student-athletes may return on Aug. 10 and 11. Thereafter, beginning Aug. 12 through Aug. 16, the Residence Life Office will incrementally schedule a move-in process over a five-day period to reduce move-in density in the residence halls. Classes are scheduled to begin on Aug. 17.

SELF-MONITORING, TRAINING, AND PUBLIC HEALTH PROTECTIVE FACTORS

SELF-MONITORING

To reduce the risk of exposure, faculty, staff, and students will be asked to daily self-monitor health and well-being prior to coming to class or work on campus. Regular protocols for reporting off from work will be followed and students are required to follow attendance policies and notifications as outlined in the course syllabus for each class. The general rule to follow is if you are sick, not feeling well, or have any of the viral symptoms below:

DO NOT ATTEND CLASS OR REPORT TO WORK and contact your professor or supervisor, followed by your healthcare provider or the [Brady Health Center](#) if appropriate:

- Fever
- Chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue (atypical)

- Muscle or body aches (unexpected)
- Sore throat
- Congestion or runny nose
- Gastrointestinal symptoms like nausea, vomiting, or diarrhea
- New loss of taste or smell

Each day, Monday through Friday, employees (faculty, staff, and student employees) will be required to utilize the [FSU Self-Monitoring COVID-19 Check-in](#) web application. Along with verifying your health if you are planning to report to campus, the application will also allow you to check-in when teleworking or using accrued leave. Supervisors will be notified each day by email if employees fail to check-in. The supervisor will then notify the employee of the necessity of completing the [FSU Self-Monitoring COVID-19 Check-in](#) each workday. The web application can be bookmarked to your Favorites on all devices.

TRAINING

All faculty, staff, and students are required to view and acknowledge the [COVID-19 Training video](#) regarding how you can protect yourself and others.

PUBLIC HEALTH PROTECTIVE FACTORS

When faced with the current COVID-19 viral pandemic, we have developed an understanding of the importance of following public health practices that are conducive to keeping us safe, reducing spread, and mitigating risk for others and ourselves. As such, all members of the University community and visitors to our campus are expected to follow specific public health practices that are outlined in the FSU Pandemic Recovery Levels and additional recommendations from the Pandemic Response Team and FSU President. Employees and students who refuse to comply with FSU's expected public health practices will be addressed on a continuum of interventions that generally begin with conversations, may progressively evolve to documenting concerns as part of a disciplinary process, and may eventually lead to not being permitted on campus. As a member of the Bobcat community, we expect:

- All members of the University community will commit to staying home if sick or have any viral symptoms.
- Frequent hand washing and/or sanitizing for 20 seconds (avoid touching your face with your hands).
- Physical or social distancing from others of six feet.
- Practicing good respiratory etiquette by fully covering coughs and sneezes in your shoulder/bicep area.

- Wearing cloth or medical face masks when indoors in the presence of others or during outdoor activities where physical or social distancing is not possible.
- Follow established guidelines for event capacity and social gatherings on and off campus.
- Follow facility engineering controls regarding entering and exiting buildings, as well as seating distances and directional flow in spaces.
- Limit travel exposure to essential trips as much as possible.

FALL 2020 CAMPUS REPOPULATION BACKUP PLAN

The current plan for campus recovery includes a phased-in return to campus by staff, faculty, and students, leading up to a semester launch on Aug. 17, 2020. Although we have implemented a variety of plans to mitigate risk to the campus community, the complex viral conditions of COVID-19 may require continued evolution of public health measures. As such, the University will receive local guidance from the Allegany County Health Department, state guidance from the Chancellor of the University System of Maryland and Governor's office, and national guidance from the President and the Centers for Disease Control and Prevention. Although our current Recovery Response Level is reflective of public health recommendations for hand cleaning, physical distancing, face mask donning, and population density reduction, it is possible that the University may need to return to more restrictive pandemic response levels based on viral conditions. This may include the following contingencies:

- Modifying the start date of the semester (done with USM approval) based on predictive analysis of a potential increase in the fall infection rate. This plan includes avoiding the potential of transient transmission by completing coursework prior to the Thanksgiving break; whereby, not returning students to campus. This may also include telework plans for most faculty and staff.
- Our current Recovery Response Plan includes reducing on-campus population density in half by assigning residential students to all single rooms. If viral conditions dictate, we are prepared to move to a more restrictive pandemic response level, vacate campus housing, and move course instruction to online format similar to the spring 2020 semester. Specific contingency considerations will be established to address clinical and experiential opportunities for students. This also includes telework plans for most faculty and staff.
- Decisions regarding intercollegiate athletics will be informed by the University President, Chancellor of the USM, Governor's office, the NCAA, and the Mountain East Athletic Conference. The FSU Director of Athletics, Athletic Training staff, and coaches

will be responsible for ensuring the appropriate training and competition protocols that are demonstrative of public health best-practices for athletics. FSU Athletics will develop a specific Recovery Plan that accounts for the inherent risks of intercollegiate sports. The plan will include guidelines for training facility management, practices, competitions, travel, and systematic symptom monitoring and reporting. The Athletics Recovery Plan will be informed by the [NCAA Core Principles of Resocialization of Collegiate Sport](#) and information from the [National Athletic Trainers Association](#).

- The current Recovery Response Plan is indicative of reducing contact density by placing specific limits on the number of individuals attending events based on physical distancing guidelines, the size of the venue, and current public health recommendations. These responses will be modified based on viral conditions, stipulations by governing bodies, and continued public health recommendations.

YOUR WELL-BEING IS IMPORTANT

Your physical and emotional well-being is important. During the last several months, a decrease in recreational and social opportunities has, in some circumstances, led to feeling isolated and potentially created undue [stress in our lives](#). Over the summer, students have been able to take advantage of tele-health services from [Brady Health Center](#) and tele-counseling services from the [Counseling Center](#). These tele-services will continue during the fall semester and will be supplemented by a call-ahead triage process. Employees will continue to have access to resources available from [Human Resources](#) and are encouraged to take advantage of local healthcare providers consistent with the [State of Maryland's Health Benefits Guide](#).

Perhaps most importantly, take the time to render self-care, pursue activities you enjoy, and connect with others in a meaningful way. Certainly, one thing we can all agree upon is looking forward to a post-pandemic period when our communities are able to return to normal. In the meantime, stay healthy by vigilantly following recommended public health practices and being considerate of one another.

THE FSU SOCIAL COMPACT

Frostburg State University is committed to an educational environment that focuses on the health, safety, and well-being of our students, faculty, and staff. Unfortunately, our state, country, and global community has been required to meet the challenges of living under the conditions of a viral pandemic. Until a prophylactic vaccine is available, or viral conditions subside, our remaining strategy is to mitigate and reduce the public and personal health risks to one another and ourselves. Being part of a community often means sacrificing some of our personal needs for the good of the whole. We have been able to observe the best of humanity during these times as individuals commit to social distancing, staying home, and wearing face masks when in close contact with others. As you return to campus, we are going to ask more of the same from you.

Understanding that during a viral pandemic there are inherent risks associated with returning to activities of daily living, we are asking you to acknowledge and accept responsibility for:

- [Staying home when sick](#) or having any viral symptoms, having cared for someone who has COVID-19 within the past two weeks, or having a close-quarter exposure within six feet of someone for a sustained period of more than 10 minutes whom you have reason to believe has COVID-19.
- [Wash your hands](#) with soap and water for at least 20 seconds multiple times per day and/or using hand sanitizer when unable to wash your hands.
- Adhere to physical or [social distancing](#) recommendations for keeping six feet away from others.
- Practice appropriate respiratory etiquette by fully covering coughs or sneezes in your shoulder/bicep area or with a clean tissue.
- Wear a cloth or medical [face mask](#) when indoors in the presence of others or during outdoor activities where physical or social distancing is not possible.
- Adhere to social distancing capacity guidelines for facilities, events, and gatherings.
- Limit travel for essential purposes and avoid crowded transmission hotspots or super-spreader events.
- Follow guidelines established by Frostburg State University, the University System of Maryland, the State of Maryland, and federal recommendations from the Centers for Disease Control and Prevention.

For the sake of our University community, and particularly our more vulnerable members, please acknowledge you have viewed the [COVID-19 Training video](#) and your commitment to adhere to these recommendations by [clicking HERE](#).