Campus Reopening

Higher Education Re-Opening Workgroup

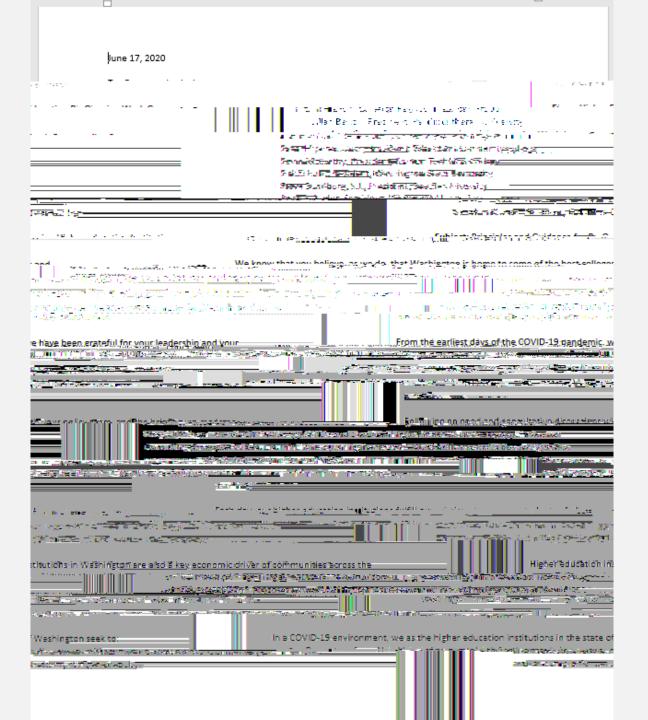
State Board for Community and Technical Colleges
Council of Presidents







Principles and Guidance



Principles and Guidance



Context setting Aligned statement & checklists

Three forms of checklists to serve as guidance for higher education institutions in Washington state

Higher education administrators have a strong incentive to meet (and exceed where/when appropriate) baseline

For reference: Checklists developed using multiple sources





 Adjusted Washington Roundtable / Challenge Seattle "two tiered checklists for employer Safe Work Plans" for higher education context



Food services protocol

 Synthesized National Restaurant Association restaurant recommendations and Cushman and Wakefield food hall





Institutions are developing Safe Back-to-School plans to resume operations with consideration of these critical elements

%Adhere to federal, state and local public health and safety guidelines; develop comprehensive plans for reopening on or after August 1, 2020 in accordance with WA State guidelines and local health guidelines, including, but not limited to, the Safe Start Guide, guidance on classroom capacity and the WA 6 c r e t a r y o f He a I-013 h 's regarding face coverings; make available a copy of these plans at each location on campus

%Work from home for operations able to be performed remotely and institutions will follow WA State returning to work guidance for its personn el

%Maintain minimum physical distancing whenever possible of 6 feet between all on -campus personnel, including with visitors; where physical distancing cannot be maintained, implement administrative or engineering controls to minimize exposure

%Follow WA State phased reopening guidelines for social gathering sizes

%Ensure frequent and adequate hand washing policies and include adequate maintenance of supplies; use disposable gloves where safe/applicable to prevent transmission on shared items

%Routine sanitization of high-touch surfaces and shared resources (e.g., doorknobs, elevators, vending machines, points of sales)

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Additional considerations:

Additional considerations: Campus support

Elements for Institutions to consider & implement where feasible/relevant

Ongoing communication to workforce

‡ Provide content for vulnerable students/personnel to help navigate back-to-school (e.g. aggregate helpful materials, explain evolving gov't benefits)

Enacting modified working models for personnel

- ‡ Job shares that allow for reduced hours
- † Offer partial workforce or alternate day of week operating model
- ‡ Different in -office working hours (e.g. two shifts: 6:30a -12:30p and 1p-7p with time between shifts)

Expanded / extended work from home & leave policies

- ‡ Provide one-time home office supply voucher
- ‡ Tiered PTO (e.g. FTEs get additional 80 hours; PTE get additional 40 hours; all paid out at year end if not used)
- ‡ Create workforce relief/aid fund and adopt policy on how funds will be distributed
- ‡ Create policies to encourage students/personnel to stay home when feeling sick or came into contact with positive case

Decreasing commute risks & pressure on public transport

- ‡ Promote and enable individual commutes (e.g., subsidized biking/parking)
- ‡ Institution -sponsored buses/transit options
- ‡ Alternative hours to limit transportation during high public traffic hours

Providing additional training and resources

- ‡ Provide guidance on virtual and in -person teams
- ‡ Provide career planning and resources
- ‡ Train staff to support new back -to-school model
- ‡ Post, in areas visible, required hygienic practices

Enabling access to education and childcare

- ‡ On-site day care or study rooms for limited number of children per day
- ‡ Voucher for online education tools
- ‡ Access to apps to match caregivers with need (including recently displaced workers)
- Priority for childcare for workers and students not able to WFH

Building morale and virtual culture

- ‡ Create virtual HR office hours and/or HR hotline
- ‡ Virtual companywide meetings
- ‡ Create networks for workers to connect/share remote working best practices
- ‡ Sponsor well-being challenges geared to staying physically and mentally healthy

Supporting mental health needs

- ‡ Access to reduced cost and/or free counseling
- ‡ Access to reduced cost and/or telemedicine consultations

Recommended protocols for

Recommended protocols for food services to resume operations (2/2)

% Require employees with COVID

Recommended protocols for campus transportation to resume operations (2/2)

% Require employees with any COVID19 symptoms to remain home until they are symptom -free for ten days and three days without medi cation (whichever longer)

[%] Require employees to self-

Recommended protocols for campus residences to resume operations (1/2)

- % Complete thorough and detailed cleaning of entire facilities, with focus on high -contact areas
- % Make hand sanitizer readily available to residents/personnel throughout property; consider touchless hand sanitizing solution s
- % Complete routine sanitization of high -

Recommended protocols for campus residences to resume operations (2/2)