

TO: Provost Liesl Folks, Vice President Jane Hunter, Richard Carmona, MD

FROM: U Arizona College and Department Reopening Committee Chairs

RE: Outstanding Questions Needing Resolution before Proceeding -- Part II

DATE: July 21, 2020

The College and Departmental Re-entry Chairs have been holding weekly meetings to share information and questions related to UArizona's Safe Reopening. The chairs agreed it is critical to have answers to these questions to help guide the planning for in-person college activities. The group collectively understands that planning is challenging at this moment given the recent spike in COVID cases in Arizona. Nonetheless, the chairs need answers to these basic questions so they can move forward in their planning and help build confidence in our colleagues and students as we invite them back to campus in a few short weeks. Faculty, staff, and students are asking a multitude of questions to which we still do not have answers. Here are many of those questions.

OPERATIONS/PROCESSES

President Robbins has said that July 24 is the go/no go date during a press briefing on June 4 (mon. 10:14) and during a Faculty Senate meeting on July 6. Provost Liesl Folks confirmed the July 24 date at one of the press briefings and in an email on June 8. Please understand that we have been telling our faculty/staff/students that July 24 is the latest date by which we will know if we are proceeding with in-person or fully online classes. Any later date at this point will be devastating to all, especially our students who are under tremendous stress not only with decisions about their education, but also as to housing, child care, family, and other issues. We cannot expect our students to uproot their lives at the last moment. We must give them time to move to Tucson, find housing, and settle-in before classes begin. We must give them a little time to decompress after this stressful summer. We have told our faculty and staff in every communication for the last six weeks that we'll know by July 24. The College of Law starts classes on August 17, so having a final decision on July 24 is even more crucial. **Please confirm that we will have a decision on July 24.** If July 24th is no longer a "Decision day", when will the university notify students so they "have time to plan their living situations and other matters" as announced earlier this summer?

Will there be **mandatory (online) training** for everyone coming back to campus? Or do each of the Colleges need to create training? Previous guidance has stated that UArizona will be doing these but we've heard nothing recently and some staff are starting to return to campus.

The College of Law has drafted a generic [Safe Return Pledge](#) for all UArizona employees and students entering campus to sign. We'd like to propose that the UA provide a universal pledge for all to sign so that messaging is consistent across departments.

How will the University **enforce** mandates such as face coverings? Who is responsible for enforcement?

For student enforcement, Indiana University has the following plan:

Responsibility Code at Indiana:

- Agree to be tested
- Agree to contact tracing
- Agree to assigned seating
- Agree to wear masks

Enforcement through Honor Code system:

- Primarily through academic participation process - this is university-wide policy
 - If they don't comply - immediate warning
 - If they repeat (2nd violation), reduce grade 1 full letter grade
 - If they repeat (3d violation), suspension
- Misconduct system is ultimate enforcement mechanism – last resort

If employees refuse to wear masks inside UA buildings what personnel actions must the supervisor take now?

When can we expect guidelines regarding Covid positive in **classrooms**? What steps will be taken regarding quarantine, notification, etc.?

Will students/staff be asked to **quarantine** for 14 days upon return to Tucson after travel?

Can we plan a more immediate **cleaning and sanitizing** protocol for probable positive cases or reports? Waiting for test results, even one or two days, seems problematic.

What is the University's or DRC response to students who state they cannot wear a mask? Will a **face shield** (with a marker) be permitted, even though it does not. Or will they need to participate fully online?

Can units/buildings institute more stringent protocols than the university?

When will the "Safe Return to Work" guidance be finalized?

ABOR has determined that no room can have more than 50 students. If social distancing and other air flow modeling can be provided to demonstrate the situation is safe and manageable, would exceptions be considered?

SUPPORT & RESOURCES

How is the university thinking about **child care** which appears to be a significant challenge for many faculty and staff trying to return to campus? Is the university considering special programs, especially if school is not in session or opens on a special schedule? Will the UA consider changing the reimbursement policy to cover dependents of all ages and/or to cover non-licensed workers?

Regarding **faculty/staff counseling**, are the resources available in sufficient numbers to cover the scope of need we anticipate for employees upon return this fall (even if still working remotely)?

We recently learned from the Incident Command group that no support services will be provided to students who live **off-campus**. This contradicts the Guiding Principles doc that says wrap-around services will be available to all students & employees who test positive for COVID. What are the university's plans to support our students who live off campus, outside of offering health services through Campus Health?

Cleaning solution - will there be a **long-acting** cleaning solution?

What is the mechanism by which **face coverings** are being distributed to every student and employee? If everyone comes to the bookstore, there will be quite a crowd---not conducive to limiting the spread!

Can face shields be issued to faculty? One of our faculty has heard that instructors will not be permitted to teach wearing **face shields**; they will be required to wear a mask/cloth covering. Is this true? If it is, will **clear face masks** be made available for all faculty & instructors for the benefit of our **hearing impaired** students? How will they be distributed?

Is the university creating any larger outdoor classrooms like Rice University is doing? Or converting existing outdoor spaces to classrooms.

HR & DRC v PROVOST'S MESSAGE

The DRC explicitly stated it plays no role in accommodating persons uncomfortable returning because of COVID-19. If that is the case, who is advising on this issue. If that is not the case, when will DRC be ready to manage this very prevalent concern?

HR explicitly stated they have no criteria to judge whether a person should or should not come to campus related to COVID concerns, yet the Provost's message states that HR will provide support when a faculty member cannot resolve teaching modality with their unit supervisor. Which is correct and how will this messaging be resolved?

HR/HIPPA

Can and may we require an employee to provide medical proof of their COVID-19 test?

Can and may the site supervisor insist that an employee who doesn't share their status leave the work site? What about a positive tester who isn't feeling sick and feels the need to be on site?

What personnel actions must we take if we find that an employee lied about their test status or even having a test and so are putting others at risk of infection and the facility at risk of closure?

Can and may other employees leave the site for their own safety?