

PREPARING FOR THE FUTURE:

*Salisbury University
Return-to-Campus
Overview*

Est. 5/29/2020

Salisbury
UNIVERSITY



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COMMITMENT TO INCLUSION

As we adjust to operating during a pandemic, we reaffirm our commitment to supporting and sustaining a welcoming, respectful, accessible, equitable and inclusive environment for all members of the Salisbury University community. We stand against xenophobia, incivility, racism, ableism and all forms of bias, harassment and discrimination.

We acknowledge that COVID-19 has impacted members of the SU community in different ways and created unforeseen challenges, (e.g. personally, academically, professionally, as well as physically, mentally and socially). We understand that this will call for a more thoughtful approach as we proceed. We will seek to find strength across differences to uphold the common humanity that binds us together. We will remain committed to working together to demonstrate equity and inclusivity as we embrace our shared values of excellence, student centeredness, learning, community, civic engagement, and diversity and inclusion.

RETURN-TO-CAMPUS OVERVIEW

COVID-19 presents challenges and opportunities that call for addressing recovery alongside strategic planning for Salisbury University. This document outlines a mechanism for coordinating development of recovery plans across the University. Over the coming weeks and months, those recovery plans will be developed in collaboration with the University System of Maryland (USM).

GUIDING PRINCIPLES

- The health and safety of students, staff, faculty and the surrounding community are the primary goals with an unwavering commitment to educational excellence.
- There will be solidarity among USM institutions balanced by local campus needs and conditions
- Adherence to Standard of Care
 - Compliance with state and federal laws and regulations and executive order
 - Health and safety
 - Employee protections
 - Student protections
 - Compliance with public health guidelines
- Plan Principles
 - Iterative – Plans will include assumptions and projections that will resolve as time and effort are applied.
 - Flexible – Plans must be able to change with changing circumstances.
 - Collaborative Across University – Decisions and outcomes are inter-connected across identified sections and plans, and key decisions should be made collaboratively.





COVID-19 TASK FORCE

An SU COVID-19 Task Force was formed in accordance with the University's pandemic plan, enacted in March, and meets weekly to provide updates and determine best practices for mitigating the virus' impact on the SU community. Led by the President's Office, its members represent each of SU's operating divisions: Academic Affairs, Student Affairs, Administration and Finance, and Advancement and External Affairs.

In late April, 10 planning teams were assigned to develop strategies to resume on-campus classes and operations, in partnership with the State of Maryland and University System of Maryland, once it is deemed safe to do so. Planning teams are also attentive to SU's Strategic Plan.

The latest information on SU's COVID-19 response is available on the University website.

RETURN-TO-CAMPUS PLANNING TEAMS

University Health

Team Leader: Michael Murphy, University Medical Director

- Support student health
- Support faculty and staff health
- Support environmental health and safety

Instruction

Team Leader: Rich Wilkens, Associate Provost

- Enrich academic success in a student environment
- Inspire a campus culture of inclusive excellence, support and collaboration
- Support access, affordability and academic excellence
- Enhance environmental, social and economic sustainability

Enrollment Management

Team Leader: Beth Skoglund, Admissions Director

- Support access, affordability and academic excellence

Student Development, Support & Success

Team Leader: Wallace Southerland, Student Affairs Division

- Enrich academic success in a student environment
- Inspire a campus culture of inclusive excellence, support and collaboration



Faculty & Staff Development & Welfare

Team Leader: Rich Wilkens, Associate Provost

- Enrich academic success in a student environment
- Inspire a campus culture of inclusive excellence, support and collaboration

Inclusive Excellence

Team Leader: Joan Williams, Chief Diversity Officer

- Enrich academic success in a student environment
- Inspire a campus culture of inclusive excellence, support and collaboration
- Support access, affordability and academic excellence

Campus Operations

Team Leader: Eli Modlin, Chief of Staff

- Inspire a campus culture of inclusive excellence, support and collaboration
- Enhance environmental, social and economic sustainability

Research

Team Leader: Teri Herberger, Sponsored Research Programs

- Enrich academic success in a student environment
- Deepen engagement with our community
- Enhance environmental, social and economic sustainability

Housing & Dining

Team Leader: Dave Gutoskey, Housing and Residence Life

- Inspire a campus culture of inclusive excellence, support and collaboration

Shared Governance, Policy Development & Implementation

Team Leader: Dane Foust, Student Affairs Division

- Inspire a campus culture of inclusive excellence, support and collaboration
- Enhance environmental, social and economic sustainability

Campus Events & Affiliated Organizations

Team Leader: Maarten Pereboom, Fulton School of Liberal Arts

- Enrich academic success in a student environment
- Deepen engagement with our community
- Enhance environmental, social and economic sustainability



SU OPERATIONAL SCENARIOS

Planning includes four possible operational scenarios:

LEVEL 1 – Return to routine campus activities at regular density

SU would hold in-person classes and activities much as they were held prior to the COVID-19 pandemic, with the possibility of preventative measures, including masks and social distancing.

LEVEL 2 – Return to routine campus activities at reduced density

In-person classes and activities would resume with enforced social distancing measures, possibly including mandatory classroom seat spacing, multiple ways to access course content and a limit on the number of individuals allowed at campus gatherings.

LEVEL 3 – Campus closure to the public and online course delivery

All SU buildings would be closed to the public and to all non-exempted students. Distance learning would be enacted for all classes. Faculty and staff could continue to work on campus, with teleworking options available for some positions.

LEVEL 4 – Campus closure, online course delivery and remote work

SU buildings would be closed to the public and all non-exempted students, faculty and staff. Distance learning would be enacted for all classes, and staff who could telework would be encouraged to do so. Conditions for this level may include a statewide or local stay-at-home order.

POLICY DEVELOPMENT AND IMPLEMENTATION FOR OPERATIONAL SCENARIOS

- **Level 1:** Currently existing policies will continue as established.
- **Levels 2-4:** Policy adaptations will occur in the following areas as necessitated by federal/state law, USM guidance and prevailing best practices:
 - **Human Resources**
 - Review teleworking policies
 - Pursue onboarding using a virtual approach
 - Develop PPE compliance documents
 - Evaluate critical employees
 - Evaluate Title IX under COVID-19 and recent changes in federal law in conjunction with Office of Institutional Equity
 - Develop travel guidance and protocols; consider restricting all University-related travel
 - **Academic Affairs/Instruction**
 - Create a modified attendance policy
 - Revise internship and clinical experiences and expectations
 - Provide continued support for student access to computers and connectivity
 - Establish minimum computer requirements for each academic program
 - Modify course syllabus policy
 - Evaluate study abroad options
 - **Enrollment Management**
 - Review test-optional admissions policies
 - Consider expansion of Good Neighbor Scholarship
 - Modify campus visitation/tours/open houses protocols
 - **Student Development, Support & Success**
 - Review and update Student Code of Community Standards, including large group gatherings
 - Develop a communication plan for on-campus and off-campus residents, including developing guiding documents (webinars, best practices, etc.)
 - Develop counseling and health protocols using telehealth and virtual approaches
 - **Faculty & Staff Development & Welfare**
 - Expand health and counseling resources
 - Enhance training for telework and online teaching
 - **Inclusive Excellence**
 - Evaluate policies/procedures to ensure flexible, equitable and inclusive implementation
 - Ensure all messaging is accessible
 - Provide COVID-19 Diversity and Inclusion training and resources to all

■ **Research**

- Establish modified density protocols for all lab and field activities
- Evaluate human subjects policies
- Evaluate animal protection policies

■ **Housing & Dining**

- Review and update housing contract
- Review freshman and sophomore residency expectations
- Establish dining area social distancing/food delivery protocols
- Develop of designated quarantine housing

■ **Campus Events & Affiliated Organizations**

- Update and create athletics policies
- Update campus visitor policies
- Update facility reservation policies
- Focus on performance students and other instruction-related activities
- Suspend live cultural programming to limit contact and campus visits by community members

■ **Campus Operations**

- Review campus emergency protocols
- Develop protocols to check, test and verify physical safety of all campus occupants
- Create a model to trace individuals who may have come into contact with COVID-19 positive individuals
- Access to campus/self-isolation/self-quarantine
- Revise policies for contractors and other workers on campus



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Salisbury University is a proud member
of the University System of Maryland.