

University Onsite Activity Resumption Plan

June 3, 2020

(Updated June 12, 2020)

OBJECTIVE

Provide for Public Health in Low Density and Mixed Modality
Activities in OSU Campuses, Facilities and Operations

This plan was developed in collaboration with OSU leaders, faculty, staff, students,
and community stakeholders and informed by the:

Oregon Health Authority

Centers for Disease Control and Prevention

Higher Education Coordinating Commission

State of Oregon COVID-19 Executive Orders

In addition, the following resources were considered in the development of this report:

American College Health Association (May 7, 2020). ACHA Guidelines: Considerations for Reopening
Institutions of Higher Education in the COVID-19 Era.

Commission on Independent Colleges & Universities in New York. Creating Safe and Resilient
Campuses: Suggestions for Reopening and Reimagining Colleges and Universities in New York.

Oregon Health Authority (OHA), Higher Education Coordinating Commission (HECC) (June 12, 2020).
Guidance for the Conduct of In-Person Instructional, Residential, and Research Activities at
Oregon Colleges and Universities



Table of Contents

FOREWORD 3
 Continuity Management Team..... 3

Section One: Introduction

OREGON STATE UNIVERSITY READINESS FOR RESUMPTION 6

PRINCIPLES OF RESUMPTION 7
 Culture of care 7
 Resuming onsite activity..... 8
 Continuing some remote operations as a prevention strategy 8
 Employee work location 9

READINESS CHECKLIST..... 9

COMPREHENSIVE PUBLIC HEALTH STRATEGY 16
 OSU’s outbreak mitigation plan..... 16

Section Two: Return to Onsite Work

PHASED TIMELINE FOR RESUMPTION OF OSU ONSITE ACTIVITIES..... 19

Section Three: Area Specific Guidance

SPECIFIC GUIDANCE FOR RESUMING ONSITE ACTIVITY 23
 Communications 23
 Facilities/buildings/common spaces..... 23
 Residential and other congregate living communities 24
 Dining/coffee shops/stores 24
 Recreation centers 24
 Intercollegiate athletics 25
 Child care centers..... 25
 Youth activities and school-aged camps..... 26
 Instruction and learning environments 26
 Academic advising and faculty office hours..... 27
 Student health and counseling services 27
 Activities and events..... 28
 Research..... 28
 OSU Extension 30

FOREWORD

In early 2020, Oregon State University (OSU) charged a Continuity Management Team (CMT) to provide daily operational oversight of OSU's response planning, which includes scenario development for short-, mid- and long-term impacts of the COVID-19 pandemic on university functions. The CMT continues to be charged in drafting resumption strategies, including evaluating feasibility and logistics. Throughout its response, the CMT has engaged broader community stakeholders to refine its planning. Engagement has included students, faculty, staff and represented employee unions, community members in the Corvallis and Bend areas, as well as local and state leadership and local and state health authorities. Additionally, OSU's planning and response has been strengthened by ongoing alignment with the Higher Education Coordinating Commission and partnership with Oregon's other public higher education institutions.

From OSU's initial response to the pandemic in February, to its present and ongoing resumption planning, the university has adopted a culture of care approach to acknowledging and responding to the very real impacts the pandemic is having on the lives of our students, faculty and staff. COVID-19 has disproportionately impacted those most at risk within the campuses and Oregon communities that OSU serves, including those with underlying medical conditions or other risk factors. Due to historic and systemic health disparities, communities of color have faced far more serious outcomes from the coronavirus disease, locally and across the nation. This plan outlines OSU's approach to ensuring healthy and supportive living, learning and working environments, while committing to the care and protection of those in the communities in which we operate.

OSU is grateful for the service and leadership provided by members of the Continuity Management Team, as well as the many other contributors to this plan.

Continuity Management Team

Purpose:

1. Operational leaders provide updates on planning areas under their responsibility.
2. Identify emerging issues that need attention.
3. Communicate pandemic updates (i.e., situational reports, leadership briefings, readiness planning).
4. CMT subgroups will be assigned to additional workgroups as necessary.

Goals:

1. Successful achievement of OSU campus and facility reopening strategies by working with Resumption Leadership Team.
2. Assist university colleges, units and divisions in successful implementation of respective unit strategies in alignment with the overall university strategy.
3. Serve faculty, staff, students, visitors and OSU stakeholders by supporting transparent and well-communicated reopening strategies.

Members: CMT Administration, Domain Leaders and Content Experts

Name	Title	Role
Dan Larson	VPSA/Coronavirus Response Coordinator	Lead: CMT Administration
Mike Bamberger	Emergency Preparedness Manager	CMT Administration
Steve Clark	Vice President, University Relations and Marketing	CMT Administration
Dave Craig	Director, Business Development, UHDS	CMT Administration
Jen Humphreys	Operations Associate, DSA	CMT Administration
Julie Penry	Assistant General Counsel	CMT Administration
Melanie Rose	Special Assistant, DFA	CMT Administration
Alix Gitelman	Vice Provost for Undergraduate Education	Domain Lead: Education
Anita Azarenko	Interim Vice Provost for Outreach and Engagement	Domain Lead: Extension
Paul Odenthal	SAVP for Administration	Domain Lead: Operations
Tuba Ozkan-Haller	Associate Vice Provost for Research	Domain Lead: Research
Brian Stroup	Director of Operations and Facilities, UHDS	Domain Lead: Student Services
Dan Bartholomae	Executive Deputy Athletic Director/COO	Content Expert: Athletics
Jacque Bruns	Senior Associate Athletic Director/CFO	Content Expert: Athletics
Heidi Sann	AVP Finance and Controller	Content Expert: Business/Finance
Kelly Sparks	AVP OSU-Cascades	Content Expert: Satellite Operations
Annie Heck	AVP University Relations and Marketing	Content Expert: Communications
Jon Boeckenstedt	Vice Provost Enrollment Management	Content Expert: Enrollment
Dwayne Plaza	Faculty Senate President	Content Expert: Faculty Governance
Cathy Hasenpflug	Chief Human Resources Officer	Content Expert: Human Resources
Heather Horn	AVP and Senior Director ELR	Content Expert: Human Resources
Kendra Sharp	Senior Adv. to Provost for International Affairs	Content Expert: International Affairs
Jenny Haubenreiser	AVP Health and Wellbeing DSA	Content Expert: Public Health
Kevin Dougherty	Associate Vice Provost and Dean of Students	Content Expert: Student Life
Rebecca Mathern	Associate Provost and University Registrar	Content Expert: Student Progression
Andrea Ballinger	Vice Provost for Information and Technology	Content Expert: Technology

SECTION ONE:

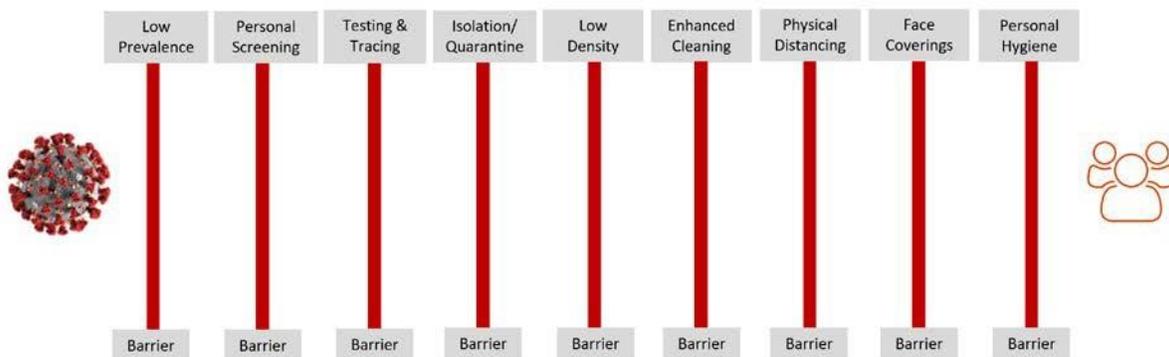
Introduction

OREGON STATE UNIVERSITY READINESS FOR RESUMPTION

Starting in mid-January 2020, Oregon State University engaged university leaders and key stakeholders in response to the global COVID-19 pandemic. As with other institutions across Oregon, the Governor's Executive Orders resulted in OSU delivering nearly all activities remotely in spring term 2020, with only in-person essential operations and curtailed residential housing for students opting to live on campus. This document summarizes the extensive efforts to develop and implement an evidence-informed, innovative and responsible resumption of onsite activity plan. This plan will be implemented when it is determined appropriate to do so in accordance with state and local health authority guidelines.

Resuming a university of OSU's size is a multifaceted operation. Given the low prevalence of COVID-19 in most of the communities where OSU operates, the university is in a reasonable position to move toward a phased and gradual resumption in alignment with [Oregon Health Authority \(OHA\) and Higher Education Coordinating Commission \(HECC\) Guidance for the Conduct of In-Person Instructional, Residential, and Research Activities at Oregon Colleges and Universities](#), and in close collaboration with county health authorities. As we proceed, OSU will be in alignment with, and contribute to [county readiness](#), as well as operate within the framework provided by Oregon's governor and Oregon Health Authority standards.

We expect that as students, faculty and staff return onsite, the number of positive cases within the community is likely to increase. OSU's resumption plans will be fluid, based on local conditions and evolving state guidance. Per extensive campus-based planning, OSU will be prepared to respond to subsequent waves of infection with a comprehensive set of prevention efforts, including institutional and community member investment in deploying multiple complementary practices and public health controls, while encouraging each member of the OSU community to do their part to limit the spread of disease. Culture change combined with sound prevention practices and public health controls will contribute to a safe and healthy campus environment and help the university quickly identify, isolate and contain infection.



OSU will maintain classrooms, labs, workplaces, living environments, activities and events that prioritize public health and safety. The following practices will be adopted or continued:

- Low density spaces;
- Staggered and modified schedules;
- Modified furniture and fixture placement;

- Enhanced cleaning;
- Continued use of technology for meetings and activities;
- Application of new technology to facilitate contact tracing and symptom screening
- Prevalence testing to determine level of spread on campus;
- Public health education and messaging.

OSU community members are expected to take personal responsibility to ensure the greatest public health and safety for themselves and others. Individuals will be expected to:

- Follow [OHA](#) and [CDC](#) guidance to help keep yourself and the community safe.
- [Self-screen](#) for [COVID-19 symptoms](#) and remain at home if symptomatic or ill.
- Prioritize personal hygiene by washing hands frequently, covering coughs and sneezes, and avoiding face touching and handshaking.
- Clean personal workspace (office, desk) and living spaces frequently.
- Wear face coverings in enclosed public and common areas or when interacting with others, in accordance with the university's [Face Covering in Public and Common Settings during Response to COVID-19 Pandemic](#) policy.
- Routinely engage in physical distancing of at least 6 feet.
- Stay informed about latest local and general COVID-19 related developments via resources such as the [Oregon Health Authority](#) website.
- Reinforce university public health practices and messaging within the workplace, classrooms and other areas of engagement.

PRINCIPLES OF RESUMPTION

The following principles serve as the foundation to OSU's resumption plan.

Culture of care

- We take proactive and intentional approaches to supporting the health, well-being and safety of all members of the OSU community. This includes careful review, exploration and adjustment of policies, practices and systems of support for students, faculty and staff at OSU locations.
- We acknowledge that the pandemic is affecting the lives of individuals within university communities differently due to historic and systemic social and health disparities. We remain committed to better understanding and addressing health disparities and risk factors through institutional systems of support.
- We prioritize the care and protection of our most vulnerable community members, including those at highest risk for severe illness from COVID-19, uninsured or underinsured students, community members facing food and housing insecurity, and DACA and undocumented students.
- We aim to enable and support those who need to stay at home due to illness or family needs, including students, faculty and staff who are in self-isolation or quarantine.
- We remain committed to social justice, diversity and inclusion as central institutional values and have zero tolerance for any acts of racial or ethnic bias, discrimination or other acts of prejudice as these degrade the health and well-being of the community as whole.

Resuming onsite activity

The health and safety of the university community and those OSU serves, and the safety of the communities in which OSU is located, are the university's first priority. Until a viable vaccine or effective treatment is available, physical distancing and other prevention measures, expanded testing, tracing, isolation and quarantine will remain our core mitigation strategies. OSU will operate within a low density, mixed modality framework until there is a reliable treatment or vaccine for COVID-19. Our plans are in alignment with [OHA and HECC Guidance for the Conduct of In-Person Instructional, Residential, and Research Activities at Oregon Colleges and Universities](#).

- We will maintain a substantially reduced density of people moving about OSU campuses and locations each day. As conditions allow, we will adjust our mix of modalities term-by-term with the intent of increasing density gradually over the course of the coming academic year.
- We will use an appropriate mix of teaching and learning modalities at both the undergraduate and graduate levels (face-to-face, synchronous online/remote and asynchronous online/Ecampus). Regardless of modality, students will receive quality instruction that attains all learning outcomes.
- Mindful of the importance of the first-year experience for student success, we will strive to provide all first-year and transfer students with opportunities to engage with faculty and their peers in some level of face-to-face learning and co-curricular and extra-curricular activities.
- We will seek to meet the needs of students who are close to completing their degrees and require onsite, in-person learning and co-curricular activities.
- We will prepare faculty and instructors for the possibility of returning to fully remote instruction on short notice due to a public health need.
- We recognize OSU's service as a state and national leader in teaching, research and extension relies on our ability to resume in-person activity. Remote delivery of all of OSU's education and programming is not a sufficient, inclusive or effective long-term modality to fulfill our missions.
- We understand that the on-campus experience is vital for most students, and it provides access to healthcare, other essential services, support and stability.
- It is important to note that the pandemic, including the move to remote services and the resumption of onsite activity, has had and will continue to have disparate impacts on members of our community. OSU acknowledges these disparities, and the awareness of these disparities is a driving force in our planning and response.
- By committing to effective public health practices, combined with containment and prevalence testing capabilities, we have created a pathway to a responsible resumption of onsite, in-person activity that is guided by public health and a commitment to fundamental operational changes to control the spread of COVID-19.

Continuing some remote operations as a prevention strategy

- Lower densities in classrooms, labs, workplaces and program delivery in the community will assist in mitigating spread of infection and maintaining public health.
- There will be circumstances where remote learning and working may continue as a component of in-person activities and university program delivery.
- Remote work/delivery has proven to be an effective approach in performing many job duties and, in some cases, can be an effective workplace option until Phase 3 (vaccine or reliable treatment) and beyond, particularly for those who are at higher risk for severe illness from COVID-19.

Employee work location

- In early resumption phasing, OSU will request that most employees who can continue to effectively work remotely, continue to do so.
- Given OSU’s commitment to a culture of care, the university will seek to provide employees the greatest level of flexibility in their workplace location and settings if they are uncomfortable with onsite activities. This flexibility will be dependent upon job duties and supervisor approval.
- Employees at higher risk for severe illness from COVID-19, where possible, should remain working remotely until there is a vaccine or reliable treatment. (Where remote work is not possible, individuals with health conditions may request a reasonable accommodation from the Office of Equal Opportunity and Access.)
- Not all OSU employees will have the ability to work from home given the requirements of their job responsibilities. In these cases, public health measures, including having those who can work remotely do so, will promote a safer workplace.

READINESS CHECKLIST

OSU’s Continuity Management Team, in consultation with our county health officials, has confirmed the following components of readiness for resumption of onsite activity.

1. Declining prevalence of COVID-19 within the county/health region	
University planning criteria	Readiness components
OSU maintains regular contact with the appropriate local health authority.	✓ University members are assigned to county emergency operation center.
	✓ University point of contact established with county health staff for regular check-ins.
OSU has standing communication protocol in place to inform campus stakeholders of local prevalence of COVID-19 and other impacts.	✓ University obtains weekly situation reports with state and local data communicated to senior administration and other campus stakeholders.
	✓ University public information officer participates in local joint information center.
OSU has an active prevalence testing system in place to monitor prevalence of COVID-19 within the Oregon State community.	✓ University will provide randomized prevalence testing among faculty, staff and students, including those living in congregate settings.

	<ul style="list-style-type: none"> ✓ University has an outbreak mitigation strategy that has been widely communicated across the OSU community.
--	--

2. Increased availability of testing locally

University planning criteria	Readiness components
OSU is equipped to increase testing for students at the rates established by the state for symptomatic individuals, including members of the university community.	<ul style="list-style-type: none"> ✓ University has local testing capacity to allow health care providers to order tests for patients reporting COVID-19 symptoms, even if mild.
	<ul style="list-style-type: none"> ✓ University is aware of local testing sites established within the community.
OSU is prepared to screen asymptomatic students, faculty and staff, if determined appropriate.	<ul style="list-style-type: none"> ✓ University has confirmed that the capacity of state and local testing supplies, labs and staffing is sufficient to expand voluntary testing.

3. Expanded monitoring and contact tracing locally

University planning criteria	Readiness components
OSU has confirmed capacity of the local health authority to manage and expand case investigations and contact tracing locally.	<ul style="list-style-type: none"> ✓ University has confirmed counties in which it resumes onsite activity have expanded to provide close contact tracing capacity.
	<ul style="list-style-type: none"> ✓ University has established protocols to work with local health authority to securely share FERPA protected health information.
	<ul style="list-style-type: none"> ✓ University is prepared to support contact tracing organized through local health departments to pinpoint and enable quick isolation of positive cases within the university community.
OSU has the capacity to utilize tracking and monitoring technology to support contact tracing.	<ul style="list-style-type: none"> ✓ University will have application identified that allows users to report symptoms and receive health information.

4. Sufficient isolation and quarantine facilities on campus

University planning criteria	Readiness components
OSU has identified adequate isolation capacity for students on campus, along with a quarantine plan for close contacts.	<ul style="list-style-type: none"> ✓ University isolation and quarantine protocols are in place for community members, including requisite HR support measures.
	<ul style="list-style-type: none"> ✓ University has designated isolation and quarantine spaces on campus, including food delivery and other support.
OSU has plans in place with the local community to accommodate off-campus faculty, staff and students who are not able to isolate or quarantine in their homes.	<ul style="list-style-type: none"> ✓ University will assist with arrangements for on- and off-campus isolation.
	<ul style="list-style-type: none"> ✓ University has provided outreach to campus members facing social and health disparities, including family member care needs and space limitations.

5. Alignment with statewide sector-based guidelines

University planning criteria	Readiness components
OSU has organized phased opening strategies for key sectors on campuses, OSU centers, county extension offices and agricultural experiment stations.	<ul style="list-style-type: none"> ✓ University has established a gradual phased increase in employee onsite work and congregate living on campus, including residential housing and fraternity and sorority housing.
	<ul style="list-style-type: none"> ✓ University has plans for gradual phased increase in dining services on campus.
	<ul style="list-style-type: none"> ✓ University has plans for gradual phased increase in athletic and other sports activities on campus.
	<ul style="list-style-type: none"> ✓ University has plans for gradual phased opening of campus recreation center.
	<ul style="list-style-type: none"> ✓ University has plans for gradual phased reopening of campus child care facilities.
	<ul style="list-style-type: none"> ✓ University has plans for gradual phased resumption of onsite research activity.
	<ul style="list-style-type: none"> ✓ University has plans for gradual phased resumption of county OSU Extension activities and programming held in person.

<p>OSU has appropriate restrictions and limitations related to building occupancy to allow for physical distancing.</p>	<p>✓ Guidance has been developed for specific university work and learning spaces that meet distancing requirements in alignment with state planning framework.</p>
---	---

6. Sufficient health care capacity and PPE supply

University planning criteria	Readiness components
<p>OSU has confirmed local hospital system have adequate beds, staffing and other capacity to manage a surge within the university community.</p>	<p>✓ University is in regular contact with local health department and health care community in tracking community health care capacity, including ability to manage a surge.</p>
<p>OSU has confirmed that university-based student health services adequately address COVID-19 related illness among students, along with other critical health and mental health care needs.</p>	<p>✓ University health care centers have deployed screening protocols to separate respiratory cases from students without symptoms.</p>
	<p>✓ University health care personal protective equipment inventory is sufficient to protect student health care staff and student patients.</p>
	<p>✓ University telehealth services are in wide use for health and mental health care.</p>
<p>OSU has confirmed that personal protective equipment (PPE) supplies are available locally.</p>	<p>✓ University is working with local emergency operations center on centralized PPE supply inventories.</p>
	<p>✓ University maintains regular reporting of PPE inventories by department (e.g., health center, custodial services, campus safety, etc.), county offices and agricultural experiment stations.</p>
	<p>✓ University health center has established protocols to separate patients with respiratory symptoms to help conserve PPE.</p>

7. University health and safety planning

University planning criteria	Readiness components
<p>OSU will continue promoting comprehensive public health practices, including hygiene and physical distancing measures.</p>	<p>✓ University has a comprehensive, multi-media marketing strategy for continuous promotion of hygiene and distancing measures.</p>
	<p>✓ University maintains a clear physical distancing policy governing all university operations and facilities.</p>
	<p>✓ University maintains a robust frequently asked questions repository for the broader university community, including families.</p>
	<p>✓ Student leaders and health educators engage in student-centric education, outreach, marketing and communication to promote public health measures.</p>
	<p>✓ Outreach, education and communication efforts are culturally inclusive, including materials provided in multiple languages.</p>
	<p>✓ University has established appropriate food service seating measures across campus to ensure maximum physical distancing.</p>
<p>OSU maintains a workplace safety plan that includes COVID-19 specific training and education.</p>	<p>✓ University environmental health and safety programs have incorporated Occupational Safety and Health Administration guidance on COVID-19 workplace safety measures.</p>
	<p>✓ Sufficient PPE is available for university worker protection, including health care workers, first responders and critical infrastructure workers, such as custodial and food service workers.</p>
	<p>✓ University will deploy employee screening protocols where warranted to include daily symptom monitoring and temperature readings.</p>
	<p>✓ University will enhance workplace cleaning protocols.</p>

	<ul style="list-style-type: none"> ✓ University has department specific outreach in place to address specific workplace concerns.
	<ul style="list-style-type: none"> ✓ University has requirement to utilize face coverings in common spaces and work areas (e.g., dining halls, classrooms, computer labs, student unions, etc.).
	<ul style="list-style-type: none"> ✓ University will install physical barriers as feasible in areas with high frequency interactions (e.g., plexiglass screens).
<p>OSU has a comprehensive public health strategy, which includes working with local health authorities to quickly identify and contain outbreaks in university-owned settings, including congregate living.</p>	<ul style="list-style-type: none"> ✓ University emergency response planning and designated teams have been established in close collaboration with county emergency operation centers.
	<ul style="list-style-type: none"> ✓ Campus specific framework is established to contain spread (e.g., outbreak mitigation strategy).
	<ul style="list-style-type: none"> ✓ University has identified early warning and monitoring protocols for rapid response within the local health community.
	<ul style="list-style-type: none"> ✓ University has established plans to quickly transition back to remote learning and working protocols in the event of a reoccurring local outbreak.
<p>OSU has visitor policies that promote appropriate distancing in workspaces as well as common and public areas.</p>	<ul style="list-style-type: none"> ✓ University has adequate signage and messaging established through facilities, conference services, athletic venues, recreation centers, etc.
<p>OSU has procedures in place to protect users of university transportation and mass transit services.</p>	<ul style="list-style-type: none"> ✓ University protocols exist to manage physical distancing and sanitation measures to protect driver and passenger health.
	<ul style="list-style-type: none"> ✓ Requirements in place for use of face coverings on mass transit.

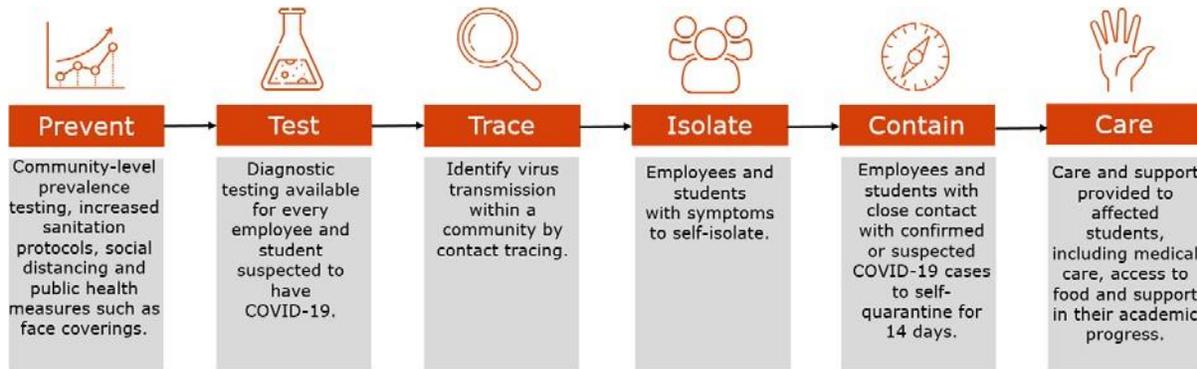
<p>OSU has policies in place to manage business travel.</p>	<ul style="list-style-type: none"> ✓ University follows established guidance in alignment with state and local health authorities for non-essential travel.
	<ul style="list-style-type: none"> ✓ University continues to maximize utilization of online and remote business and professional development opportunities.
<p>OSU is resourced to support utilization of face coverings in enclosed public and common areas on campus.</p>	<ul style="list-style-type: none"> ✓ Sources for local production and supply established (e.g., county volunteer efforts).
	<ul style="list-style-type: none"> ✓ Face coverings will be distributed with clear instructions on the purpose and appropriate use of covering, including appropriate disclaimers.
	<ul style="list-style-type: none"> ✓ Face coverings will be distributed to critical workers (dining halls, labs, etc.) and students living in residence halls, accessing health services and engaging in other on-campus activities.
	<ul style="list-style-type: none"> ✓ University plan is in place to normalize utilization of face coverings in classrooms, student union, field offices and other common areas starting fall 2020.
<p>OSU is visibly grounded in an ethical and health equity-based approach to pandemic response, including addressing social and health disparities.</p>	<ul style="list-style-type: none"> ✓ Additional outreach and support provided to members of the university community who are facing health disparities, including access to food, housing, testing and other health care.
	<ul style="list-style-type: none"> ✓ University supports students, faculty and staff in need of technology and internet.
	<ul style="list-style-type: none"> ✓ Individuals at higher risk for severe illness from COVID-19 provided the assistance needed to continue working/learning remotely.
	<ul style="list-style-type: none"> ✓ Additional outreach for health and mental health care is in place for marginalized and underserved members of the OSU community.

	<ul style="list-style-type: none"> ✓ Zero tolerance for racial bias or other discrimination toward marginalized members of the community.
--	--

COMPREHENSIVE PUBLIC HEALTH STRATEGY

OSU’s outbreak mitigation plan

In addition to seeking guidance from national, state, county and public health authorities, OSU has prepared a robust outbreak mitigation plan to prevent and control infection within our campus locations. Additional details about OSU’s mitigation strategies can be found on the [Pandemic Resumption Plan](#) website. Fundamental to the mitigation plan is our testing and tracking to continuously assess campus prevalence of COVID-19. OSU will utilize its TRACE-COVID-19 methodology, in combination with environmental surveillance of sewage waste lines in high-density campus congregate living locations, as a means of both evaluating conditions as we resume onsite activity and responding quickly as conditions require.



The following links provide details on the mitigation strategy components:

[Prevent:](#)

- Prevalence testing
- Enhanced cleaning protocols
- Physical distancing
- Face coverings
- Public health messaging
- Classrooms, labs and workspace modifications
- Residential housing modifications
- Food service modifications
- Recreational modifications

- Symptom screening and monitoring
- Flu vaccine promotion

Test:

- Diagnostic testing for students
- Employee testing via local healthcare system
- Collaboration with community testing programs

cleani:

- Technological applications
- Secure communications with local health authority
- University support for tracing protocols

Isolate:

- Residential community planning
- Self-isolation support for students
- Self-isolation support for employees

Contain:

- Residential community planning
- Quarantine support for students
- Quarantine support for employees

Care:

- Student health and mental health care
- Residential community support
- Employee assistance program
- Human resources support

SECTION TWO:

Return to Onsite Work

PHASED TIMELINE FOR RESUMPTION OF OSU ONSITE ACTIVITY

A full return to onsite operations will optimistically take up to 12-18 months. OSU’s resumption plans will incorporate phased and gradual steps, which can be altered quickly as local conditions warrant and will continue to be in alignment with [OHA and HECC Guidance for the Conduct of In-Person Instructional, Residential, and Research Activities at Oregon Colleges and Universities](#).

Recognizing there are multiple factors that will influence the timeline upon which onsite operations resume, this reference table provides a preliminary high-level framework to aid in unit planning. Continue to visit the [Pandemic Resumption Plan](#) website to align unit planning with the latest information. Some OSU locations across the state may proceed through phases more quickly, or slower, depending on local conditions.

<u>Restricted Return</u> June 14 – July 13	<u>Modified Operations</u> July 14 – August 31	<u>Fall Operations</u> September 1 →
<p style="color: red;">Subject to change based on executive order and conditions.</p> <p>Service-providing units whose operations require onsite administration may begin resuming onsite delivery of services once operation is in alignment with guidance in Section Three of this guide.</p> <p>Return: Employees required onsite for resuming limited onsite operations and preparing campus/programs for next phase operations. + Employees not able to perform duties remotely and where onsite work is operationally necessary. + Research personnel resuming onsite research. + Extension personnel resuming restricted in- person operations and programming.</p> <p>Remote: Employees not required onsite for initial resumption phase. + Employees at higher risk for severe illness from COVID-19 who would otherwise be required onsite for initial resumption phase may remain home. Status of employment may be impacted based on needs of the operation.</p>	<p style="color: red;">Subject to change based on conditions.</p> <p>Service-providing units whose operations require onsite administration are expected to be open with a low-density, mixed modality approach.</p> <p>Return: Employees required onsite for providing summer instruction, research, programming, services, operations and fall operation preparations (to prepare campus/programs for the fall).</p> <p>Remote: Employees with high-risk factors who would otherwise be required onsite during this phase may remain home — no accommodation approval required. + Employees who are required to work remotely to minimize density (determined by supervisor). + Employees who otherwise prefer to remain remote will be allowed to do so, if able to meet position and operational/program delivery requirements.</p>	<p style="color: red;">Subject to change based on conditions.</p> <p>Service-providing units whose operations require onsite administration are expected to continue with a low-density, mixed modality approach.</p> <p>Return: Employees required onsite in order to deliver reduced density/mixed modality, onsite instruction, research, programming, services, operations, etc.</p> <p>Remote: Employees in positions that require onsite presence but who require continued flexibility in consultation with HR/EOA. Additional guidance to be provided. + Employees who are required to work remotely to minimize density (determined by supervisor). + Employees who prefer to remain remote allowed, if requirements of position and operational/program delivery requirements are met (determined by supervisor). + Employees at higher risk for severe illness from COVID-19 who would otherwise be required onsite for initial resumption phase may remain home. Status of employment may be impacted based on needs of the operation.</p>

Return to onsite work guidance for Restricted Return phase

Intentional steps at the institutional and departmental level will help ensure employees have the resources necessary to return to onsite work in as safe a manner as practicable. Consistent and clear communication with employees to understand their concerns and to affirm the importance of their health and safety is a key component to successful reentry to onsite work. Below is guidance for the first phase of OSU's resumption plan — Restricted Return. Guidance on the subsequent phases will be provided as conditions develop and we are closer to their starting dates.

OSU will provide educational and training material for all employees returning to (or continuing with) onsite work on how they can contribute to their own and others' health and safety, in addition to location-specific policies related to COVID-19 prevention and control. We further seek to instill in the workforce the role each of us play in reducing transmission of COVID-19.

Employees should consult with their supervisors and unit/departmental leadership for specific details related to their respective work areas.

Supervisor guidance: The guidance below is available to help supervisors create work environments that decrease the risk of COVID-19 transmission and support employee well-being.

- Follow [Oregon Health Authority General Guidance for Employers](#).
- Know the signs and symptoms of COVID-19 and what to do if employees develop symptoms at the workplace.
- Understand how COVID-19 is transmitted from one person to another — namely, through coughing, sneezing, talking, touching or via objects touched by someone with the virus.
- Make health and safety a priority by implementing the safeguards outlined in this plan, as well as guidance from the [Centers for Disease Control and Prevention](#) (CDC) and [Oregon Health Authority](#) (OHA).
- Assess willingness and ability of employees in required onsite positions to return and identify those who are most willing and able. Employees will need to consider relevant risk factors and their own circumstances, such as child care options, health status, family needs, etc.
 - Supervisors should not inquire as to employees' health conditions, age or other reasons for their belief that they are in a high-risk category for COVID-19.
 - Supervisors should not seek child care information from employees, although employees may share that they would prefer to stay home due to child care needs and supervisors may take that preference into account.
- Encourage employees who believe that they are at greatest risk to continue to work remotely where feasible for their job.
- Allow those employees who are able to effectively work remotely to continue to do so if their personal circumstances make it difficult for them to return to work.
- Avoid workplace gatherings of more than 10 people and other situations where employees may be at higher risk of exposure. Continue to limit non-essential travel. Whenever possible, conduct meetings virtually even if all attendees are onsite. If meetings are held in person, all attendees should wear face coverings and the meetings should be held in a space that allows for at least 6 feet between all participants.
- Create a gradual return to onsite work plan. Consider multiple options for lower density office occupancy, such as staggered schedules, phased-in return plans or alternating teams. Consider

returning selected staff for full onsite status versus the rotation of staff teams, so that equipment does not need to be transferred between home and onsite workspace.

- When a workspace is shared, establish cleaning expectation for employees as they end and begin their workday.
- Arrange workspace to allow for at least 6 feet between workstations and install screening (plexiglass, curtain, or other material) in areas where workers must face one another or where 6 feet of physical distancing cannot be maintained. Ensure screening does not interfere with fire prevention and ventilation system operations.
- Ensure employees are equipped with resources needed relative to their specific work requirements and space to help protect from disease spread (i.e., face coverings).
- Supply office with adequate disinfecting products and cleaning supplies so employees can clean their personal workspaces regularly.
- Restrict the use of any shared items or equipment and require disinfection of equipment between uses.
- Ensure departmental facility and cleaning staff are cleaning per [CDC guidelines](#) and report any concerns to facility and cleaning staff supervisors.
- Post prevention strategies throughout the workplace that discuss hand washing, physical distancing, COVID-19 symptoms, face coverings, staying home when ill, etc.
- Work with building managers to coordinate building access, cleaning and security needs based on requirements of the operation.
- Encourage employees to utilize the Center for Disease Control and Prevention [guidance on travel](#) to inform employee decisions about their personal travel.

Employee guidance: Employees returning to work should adhere to the general guidelines below.

- Avoid office gatherings and unnecessary visitors in the workplace.
- Take [self-care measures](#) to stay healthy.
- Continuously monitor and [self-screen](#) for [COVID-19 symptoms](#).
- If ill, remain at home until 72 hours after fever (without medication) and symptoms cease, including cough.
- Continuously practice personal hygiene, including frequent hand washing; covering coughs and sneezes; and avoiding face touching and handshaking.
- Frequently clean personal work (office, desk) and living spaces.
- In accordance with university policy, wear face coverings in enclosed public and common areas or when interacting with others.
- Routinely maintain physical distancing measures of at least 6 feet.
- Stay informed about latest local and general COVID-19 developments via resources such as the [Oregon Health Authority](#) website.
- Reinforce university public health messaging in all areas of influence (students, co-workers).

SECTION THREE:
Area Specific Guidance
(Summer and fall term 2020)

SPECIFIC GUIDANCE FOR RESUMING ONSITE ACTIVITY

OSU's objectives will be to create a safer low-density environment with a mixed modality of delivery in alignment with [OHA and HECC Guidance for the Conduct of In-Person Instructional, Residential, and Research Activities at Oregon Colleges and Universities](#).

Planning will include public-health strategies to resume onsite operations. Below are areas in which planning has been focused and guidance by which decisions will be made and actions taken. The information provided is a general framework to guide planning for resuming onsite and in-person activities. University units within each of these focus areas may provide more detailed guidance. [OHA Sector Guidance](#) must be applied where applicable. For additional general university guidance (i.e. travel), visit the [OSU COVID-19](#) website.

Communications guidance

- Establish protocol for notification of presumptive or confirmed positive cases.
- Engage in ongoing public health education campaigns, including resetting social norms related to distancing measures, wearing face coverings and staying home when ill.
- Develop campus and local community alignment to address community concerns and impacts.
- Establish protocols for campus community communications.
- Collaborate to align campus and county health information.
- Maintain and regularly update a frequently asked questions repository.

Facilities/buildings/common spaces guidance

- Maintain at least 6-foot distance between workstations and utilize screening when physical distancing measures are not possible or when employees must engage with one another. Ensure screening does not interfere with fire prevention and ventilation system operations.
- Install plexiglass barriers in areas with high visitation and customer/client interface.
- Shut off water fountains, except for those with no-touch fill capabilities for cups or water bottles.
- Provide sanitizing stations and hand sanitizer at entrances and high-traffic areas as feasible.
- Remove high-touch items such as magazines and pens in university locations.
- Replace reusable kitchen items with one-time use options (recyclable if possible).
- Install accessible signage with space expectations (i.e., physical distancing expectations, face coverings requirement, traffic flow patterns).
- Identify high-touch areas (i.e., doors, cabinets, garbage cans) and investigate options to implement no-touch use (i.e., food-operated, key card access, sensor triggered).
- Identify allowable occupancy in all university locations and reconfigure furniture to adhere to maximum occupancy and physical distancing of at least 6 feet between seating or standing areas.
- Designate specific entrances and exits to limit density at doorways. All identified entrances and exits must be accessible and provide for fire egress.
- Use signs and tape on floor to maintain physical distancing for waiting and queuing.
- Monitor and maintain inventories of cleaning supplies, personal protective equipment and face coverings.
- Make face coverings available in key locations (library, student union, bookstore, health center, etc.).

Residential and other congregate living community guidance

- Create residential rooms with no less than 64 square feet per resident. Special considerations for students who are at higher risk for severe illness from the COVID-19 disease.
- Utilize cohort strategies.
- Enhance cleaning and hygiene protocols.
- Arrange common spaces to encourage physical distancing.
- Remotely deliver most group programming and education activities.
- Identify and hold appropriate isolation/quarantine spaces for residential students in areas that are sufficiently separated from other residents and staff. Create a sufficient number of isolation/quarantine spaces for the conditions, density and configurations of the residential buildings.
- Wear face coverings in compliance with university policy.
- Engage in ongoing health promotion and education, including prevention practices and symptom monitoring.
- Promote flu vaccines during fall and winter terms.

Dining/coffee shops/stores guidance

- Utilize Oregon Health Authority's guidance for [restaurants](#) and for [retail stores](#) where relevant to a university setting.
- Enhance cleaning and hygiene protocols.
- Configure tables at a distance of 6 feet. Occupancy limited to no more than 50% of rated occupancy.
- Enforce a maximum group size of 10. People who choose to congregate at a table of less than 10 people do not need to maintain 6-foot distancing requirement.
- Provide meal support for students in isolation spaces.
- Wear face coverings in compliance with university policy.
- Prohibit self-service such as buffets and salad bars.
- Limit number of customers to allow for physical distancing.
- When possible, designate specific entrances and exits to limit density at doorways.

Recreation centers guidance

- Utilize the Oregon Health Authority's guidance for [fitness-related organizations](#) and [outdoor recreation](#) where relevant to the university setting.
- Operate recreation facility at 50% capacity and identify one set of doors for entering, one set for exiting. All identified entrances and exits must be accessible.
- Reduce hours of facility operation to allow for increased in-depth sanitation.
- Install barriers at all desks/interaction areas; face coverings to be worn by all staff.
- Close use of pools, hot tubs and dive.
- Limit locker room occupancy to 20, remove fans and close showers.

- Position cardio equipment with 6-foot spacing, close every other machine and adopt additional sanitation cycles.
- Employ no spotting, limited equipment and additional sanitation cycles for weight rooms.
- Studios and multipurpose rooms to be managed at 50% occupancy; no in-person fitness related classes.
- Climbing center closed.
- Gyms open with no basketball/volleyball games; singles badminton and table tennis permitted.
- Park/fields open with park ambassador to maintain 50% occupancy.
- No practice or in-person games for sports clubs and intramural sports.
- All recreational center users are required to follow the OSU policy on face coverings.
- Shut off water fountains, except for water bottle filling stations. Encourage patrons to fill water bottle before coming into the facility.

Intercollegiate athletics guidance

- Policy and decision making is guided by the Pac-12 COVID Medical Advisory Committee, the NCAA and the Pac-12 Conference in collaboration with the university's Continuity Management Team.
- Student-athletes will be phased into voluntary workout activities in athletic facilities over an approximate four-week period once the executive order is lifted.
- Gatherings in facilities will begin with groupings of 10 people and will gradually increase to groupings of 25. Subsequent increases will be consistent with state and conference medical guidelines.
- Student-athletes and staff re-entering facilities will be screened and cleared for workout activity according to phasing timelines. Individuals not screened for entry cannot enter an athletic facility.
- Facilities will be designated with different and specific ingress/egress points with accompanying signage.
- Facility cleaning will follow Centers for Disease Control and Prevention recommendations. High touch areas will be cleaned more frequently. Locker rooms and shared athlete spaces will be disinfected daily. Approved cleaning supplies will be made available to staff managing athlete groupings within workout spaces.
- Athletic staff will return to work in phases in accordance with university resumption schedule and based on departmental guidance on critical functions. Critical function staff will initially be restricted to staff who were approved to provide support for onsite critical functions during previous executive order restrictions.
- Face coverings will be required in accordance with university policies and procedures.
- Outside events and camp activities will be restricted through July. Additional future decision-making on events will be made in accordance with state, NCAA, Pac-12 Conference and university guidance.

Child care centers guidance

- Centers will utilize Oregon Healthy Authority's [Specific Guidance for Child Care](#) where relevant to a university setting.
- Limit number of children in rooms, consistent with state guidance/child care best practices.
- Adjust staffing ratios with mixed ages, consistent with state guidance/child care best practices.
- Comply with cohort requirements, consistent with state guidance/child care best practices.
- Maintain increased cleaning protocols for surfaces, linens, electronics and toys.

- Prioritize care for families needing assistance due to essential infrastructure employment, such as first responders, health care workers, etc.
- OSU employees are required to wear face coverings in compliance with university policy; employees of contractors on OSU property are strongly encouraged to wear face coverings.
- Designate specific entrances and exits to limit density at doorways, where possible. All identified entrances and exits must be accessible.
- Continue utilizing Oregon Early Learning Division guidance and national early care and education best practices from the National Association for the Education of Young Children (NAEYC).
- Align with planning and operational realities of third party child care vendors, where applicable.

Youth activities and school-aged camp guidance

- Utilize Oregon Healthy Authority's [Guidance for School Aged Summertime Day Camps](#) and other OHA guidance where relevant to OSU settings.
- In alignment with OHA guidance, overnight camps are not permitted to open or operate at this time.
- Develop a written communicable disease management plan, including protocols to notify local public health authority (LPHA) of any confirmed COVID-19 cases among campers or staff. Utilize a record keeping process (i.e., daily logs of camp attendees) to assist the LPHA as needed with contact tracing.
- Limit groups to 10 or fewer youth participants (plus adequate number of staff). To reduce potential exposure to COVID-19, the same youth will remain in the same group each day (a "stable" group). Eliminate larger group activities.
- Ensure a physical environment that allows at least 35 square feet per child for indoor spaces and 75 square feet per child for outdoor spaces. Maintain at least 6 feet of physical distance between all individuals, including table activities, meals and lines.
- No sharing of personal supplies (e.g., hair brushes, makeup, etc.); avoid sharing of resources, tools or implements (e.g., art supplies, toys, sports equipment, etc.).
- Stagger drop-off, pick up and meal times. Restrict non-essential visitors and volunteers.
- No field trips or transportation that involves others outside of stable group.

Instruction and learning environment guidance

No in-person instruction for OSU students in Restricted Return phase.

Classrooms:

- Prioritization of in-person instruction for those courses that do not provide for effective learning in a remote format.
- Prioritization of alternating or hybrid formats for classes that are too large to be accommodated in person with proper physical distancing.
- Planning will include preparations for a full academic year of remote instruction in the event there is a resurgence of the virus.
- Remote teaching options available for students who are unable to attend in-person classroom settings due to medical conditions or students facing isolation or quarantine.
- Planning will include attendance tracking for the purpose of contact tracing data, if required for a specific class.

- Planning for courses will include consideration of class size, length of class, type of class, physical distancing, face coverings, enhanced classroom and adjacent hallway cleaning, hand sanitizer provision, communication with participants about expectations and ability of class to be delivered remotely.
- Planning will address defined process for students who are at higher risk for severe illness from COVID-19, or who have someone in their household who is at higher risk, and unable to attend classes in person. This includes communication with faculty to assist with developing a consistent approach.
- Planning will include contingency plans in the event an instructor is unable to teach class, either remotely or in person.
- Planning will address resources needed for students with disabilities whether attending in-person classes or engaging in remote learning.

Academic advising and faculty office hours guidance

- Academic advising, academic counseling and faculty office hours will be provided remotely when office spaces do not allow for physical distancing.
- Provide options for remote advising, such as virtual drop-ins and scheduled Zoom appointments.
- Financial aid advising will be offered both by appointment and via scheduled drop-in sessions. Advising will be done remotely when physical distancing is not possible.

Student health and counseling services guidance

Where applicable, OSU will utilize sector guidance provided by the state of Oregon as a minimum standard. In some cases, OSU may use more stringent parameters.

- Student health and counseling services are adequately resourced to provide care for the student community. Corvallis and Hatfield students have access to OSU's Student Health Services and Counseling & Psychological Services. OSU-Cascades will continue to refer students to local health care providers and to provide on-campus counseling services.
- Telehealth appointments will be encouraged when appropriate for students from all campuses.
- Nurse advice line will assist with remote support and care for students.
- OSU will support required immunizations to include flu vaccine for all students.
- OSU will provide virtual workshops and group sessions to promote health and well-being, including mental health support.
- OSU will provide phone and virtual support for survivors of violence and domestic violence.
- OSU will provide substance abuse telehealth sessions and virtual AA/NA meetings for students in recovery.

COVID-19 testing and tracing:

- Diagnostic testing will be available for students who are symptomatic, with in-house testing capacity expanding over the summer to yield faster results for Corvallis or Hatfield students. OSU-Cascades students will be referred to community testing centers.

- Processes will be in place to securely communicate student information with county health officials to assist with communicable disease management and contact tracing.
- OSU will develop plans for future COVID-19 mass vaccination event, including fiscal readiness.

Corvallis Student Health Services practices:

- Medical telehealth visits will continue as standard practice for initial assessment of respiratory illnesses.
- Facilities will be configured to separate students with respiratory students from others.
- Plexiglass barriers are installed in reception areas; waiting rooms are configured to allow physical distancing.
- Patients will be required to wear face coverings for in-person treatment.
- Student Health Services will continue screening protocols for patients being seen in person.

Activities and event guidance

Gatherings:

- OSU will abide by guidance provided by state executive orders and local health authority relative to group gatherings. In some cases, OSU policy may be more restrictive than state or local guidance in the interest of protecting the local community.
- Student Conduct & Community Services (SCCS) will provide education, and when appropriate, adjudication for students who do not adhere to legal requirements or OSU policy.

Conference and event settings:

- Limit gatherings based on state/county phased guidelines (e.g., Phase 1 no more than 25). Large-scale events will be curtailed pending a viable vaccine or treatment (Phase 3).
- Establish seating capacity that allows for required capacity restrictions and facilitates physical distancing.
- Ensure aisles have been increased to provide more space between rows.
- Stagger tables and chairs so as to not have people sit directly behind one another.
- Post seating diagrams.
- Post signage throughout venues discouraging handshaking and encouraging attendees to wash hands and follow distancing guidelines.
- Utilize public health strategies for entrance, lines and seating guests.
- Track attendees to provide contacts to health officials should there be a need for contact tracing.

Research guidance

OSU will resume research activities gradually and in stages to protect the health of principal and other research investigators, staff and students while remaining in compliance with guidance from local and state health authorities.

Research activities will continue to follow Research Stage 1 guidance for at least three weeks before possibly transitioning to Research Stage 2.

Research Stage 1:

- Additional information related to research resumption can be found on the [Keep Researching](#) website.
- All research that can be performed from home will continue to be conducted at home.
- All research must be performed while maintaining at least 6 feet of physical distancing at all times.
- Research practices must adhere to improved cleaning protocols, following guidance from [Environmental Health and Safety \(EHS\)](#).
- Maintain existing safety procedures (e.g., lab safety protocols).
- Coordinate other activities in adjacent spaces to enable appropriate physical distancing.
- With approval, only individuals who cannot otherwise perform duties remotely may return to research activities at locations other than their residence.
- For facilities with several employees, only a small portion the lab or facility's usual complement of employees may be present onsite at any one time. The objective is to maximize physical distancing and minimize contact among employees and others present.
- Only trained research employees can conduct onsite research activities. Individuals who require training should not be onsite during this research stage.
- Research activities should occur at OSU facilities/sites (e.g., campus, experiment stations, OSU research forest) or at local field/on-location sites that do not require overnight stays.
- Only essential research-related travel will be permitted, and all travel must be consistent with OSU guidance on travel and CDC restrictions. Requests for essential travel will continue to be reviewed by deans and the vice president for research or their delegates.
- Seagoing research will require special considerations and coordination. Consult with OSU Ship Operations if a vessel being used is an OSU research vessel or a chartered vessel (contact anthony.koppers@oregonstate.edu) or the OSU Scientific Boating Program if the vessel is a PI-operated small boat (contact Kevin.Buch@oregonstate.edu).
- Some face-to-face research with human participants may resume, contingent on OSU [Environmental Health and Safety](#) guidelines and CDC restrictions.
- Some research activities involving animals are allowed with limitations imposed by [Environmental Health and Safety](#) guidelines.
- It must be possible to curtail resumed onsite and field-based research activities and return to a state of critical activities only with two days' notice. Curtailment planning for activities that involve approved essential travel should consider options related to initiating an immediate return home or sheltering in place.

Research Stage 2:

Includes the allowable Research Stage 1 activities with the following modifications:

- The number of research employees at OSU facilities/sites at any one time may be increased as allowed by OSU Environmental Health and Safety guidelines.
- Travel restrictions are eased, subject to the requirements of the university's travel suspension policy and guidelines from the governor and public health agencies.
- It must be possible to curtail resumed on-site and field-based research activities and return to a state of critical activities with one-week notice. Curtailment planning for activities that involve approved essential travel should consider options related to initiating an immediate return home or sheltering in place.

OSU Extension guidance

OSU will abide by guidance provided by state executive orders and local health authority relative to group gatherings. In some cases, OSU policy may be more restrictive than state or local guidance in the interest of protecting the local community. Large-scale events will be curtailed pending a viable vaccine or treatment.

- OSU Extension and other non-credit education programs will gradually and thoughtfully transition over the summer, with public health modifications, from remote to in-person programming.
- No in-person events such as tours, field days, etc. will occur at least through mid-summer, and only within gathering guidelines and physical distancing measures thereafter.
- County offices will phase in employees over the summer, providing for accommodations for remote work for those who are most at risk.
- See the facilities/buildings/common spaces guidance that also applies to county offices.
- See the youth activities and school-aged camps guidance that is applicable to extension youth camps, fairs, etc.