University of Virginia

Fall 2020 Reopening Plan

07.02.20 – *Pending Final Approval by SCHEV*

UNIVERSITY *of* VIRGINIA

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Executive Summary:

The decision as to when and how best to open the University of Virginia (UVA) is ultimately a decision that balances risks and mitigation strategies until a more definitive solution to COVID-19 (e.g., vaccine or drug therapy) is developed. In addition, the objective of these strategies is to keep healthcare, University, and community infrastructures and resources from becoming overwhelmed by large increases in the numbers of COVID-19 infections. Given that risks of COVID-19 infection will be present regardless of the University's attempts to mitigate the spread of the virus, it is critical to focus on a plan that maximizes the benefits and safety for everyone in our community. In this regard, emerging data now clearly demonstrate that (1) social distancing works in limiting the spread of the virus; (2) personal protective equipment (PPE) significantly lowers the risk of infection at the individual level; (3) aggressive and enhanced environmental and personal sanitary precautions (e.g., cleaning work areas, washing hands) are being implemented and facilitated; and (4) a rapid response to infections with viral testing and quarantining is effective in limiting further spread of disease. These data inform our reopening strategies, and we will continue to incorporate emerging lessons to our plans as additional information becomes available.

Guided by public health requirements and recommendations, UVA has developed a staged reopening plan. Throughout our preparations for returning to Grounds (i.e., campus), our guiding principles are two-fold: (1) implement the necessary measures to promote the health and safety of the UVA and Charlottesville communities; (2) remain steadfast in our commitment to deliver our missions: exceptional experience for our students, conduct excellent research and clinical care, and serve the Commonwealth; and (3) be responsible stewards of University resources.

> **Stage I:** full social distancing and limited essential on-site operations.
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> **Stage II:** social distancing, along with additional safety measures. Stage II marks the phased return of certain groups including essential staff, a limited number of students, research programs, and some University operations functions.
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> **Stage III:** the return of essential and non-essential staff where needed, as well as graduate and undergraduate students. Modifications to social distancing and safety measures may also occur.
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> **Stage IV:** limited social distancing requirements and phased reduction of safety requirements as guided by state and local agencies, as well as CDC guidelines. This means continued monitoring by University and public health officials will determine necessary modifications.

Beginning in June 2020, Stage II was initiated with the phased return of researchers and graduate students working in laboratories. Graduate schools and those schools that have time-dependent graduation and licensure issues and the need for on-site direct instruction (such as the Schools of Nursing and Medicine) will initiate instruction beginning in July and August 2020. It is worth noting that delaying the return of the Schools of Medicine and Nursing would have adversely affected the availability of the medical workforce, which in part motivated our decision to bring those students back for clinical care responsibilities this summer. Assuming federal and state guidelines allow it, UVA plans to start the fall semester on time—with undergraduate courses beginning on Tuesday, August 25th. This will represent the beginning of Stage III. First-years and other students who will be living on Grounds will move in on a staggered schedule over several days. For UVA's undergraduate

schools, there will be no fall break, and in-person instruction will end by Thanksgiving. To minimize travel and possible transmission of the virus, students will not return to in-person instruction until the new year.

In late spring, University leaders began a series of communications related to Fall 2020 planning. Two new websites were created as a source of information, both of which have seen significant engagement: Return to Grounds website and a dedicated resource site for students and their families. In addition, a Return to Grounds Guide and training videos were developed to ease the transition of faculty and staff as they return to Grounds.

Repopulating the campus

Establish COVID coordinator or campus team

The Executive Vice President and Chief Operating Officer and the Executive Vice President and Provost have been designated the COVID coordinators, along with the Senior Vice President for Operations. They will stand up a pan-University implementation team of experts from the Health System, Emergency Management, academics and operations to respond to issues and questions as they arise.

Contact information and procedures for reaching the local health department

The University of Virginia and its affiliated Health System work closely with the Thomas Jefferson Health District. Coordination occurs directly through the District Health Director:

> Denise Bonds, MD, MPH
> Denise.Bonds@vdh.virginia.gov
> Phone: (434) 972-6226

Initial screening and education/training of students upon return to campus

All undergraduate and graduate students will need to provide proof that they have tested negative for COVID-19 prior to their return to Grounds. Students will be asked to self-quarantine for the period between their test submission and their return to Grounds.

Students who test positive must isolate for ten days and retest. They will be allowed to return to Grounds after providing proof that they have received a negative test.
We anticipate that some students will arrive on Grounds without proof of testing. Student Health will oversee testing and quarantine for these cases.

The University has charged two student leadership groups with developing a student-oriented social norming and communications program around best practices and compliance with public health policies and procedures. The students presented their various recommendations on July 2nd and then begin working with University leadership throughout July to prepare a program for the fall semester. All students will receive an electronic COVID-specific training program that will include important information about the virus and the University's plans to mitigate its spread. Upon completion of this online training module, students will be required to sign an agreement memorializing their commitment to abide by mitigation measures and acknowledging the risk of returning to in-person instruction.

Physical distancing per CDC guidelines
In accordance with CDC guidelines, UVA's Social Distancing Practices and Procedures require anyone sharing a classroom, lab, dining hall, lounge, or other common space to maintain a six-foot distance for any contact longer than 10 minutes. Because of these social distancing requirements and their effect on our classroom capacity, all large classes will be all online. As many in-person classes as possible will be offered. Students who are not on Grounds or do not feel comfortable attending in-person classes will have the option to take courses remotely and make timely progress toward their degree. Classrooms will also be reconfigured to ensure adequate physical distance between students.

A coordinated effort to implement signage and barriers across Grounds is well underway. Physical barriers will be installed in libraries, some classrooms, and in public-service locations like dining hall cashier stations help desks, and some classrooms. Social distance markings, as well as reminders about the use of recommended hygiene practices and face coverings, will be consistently displayed in common areas, functional areas, and residence halls across Grounds. The University Transit System will display similar signage and limit the number of available seats to ensure appropriate social distancing.

Gatherings are a fundamental part of the university experience. To that end, UVA will follow the policies and guidelines directed by the Governor and other state agencies (via the "Safer at Home" guidelines and related executive orders). In specific areas, such as libraries and dining facilities, occupancy will be monitored to ensure space requirements and gathering limitations are maintained. Some areas and services will also limit gatherings by making the space or service available by reservation only.

Dining halls will be open for students with a meal plan, however dine-in options will be limited in all dining facilities. Dining halls and retail locations will follow state and public health guidelines for indoor occupancy and add outside locations where possible for food pick-up. Most dining retail locations are scheduled to be open in the fall and will be available to students, faculty, and staff with expanded options for take-out and mobile ordering. Up-to-date information will be posted regularly to the Dining Services website.

Visitors will be discouraged from coming to Grounds, at least through the fall semester, and state and University guidelines for social distancing and the use of face coverings will be enforced. We will release more specific guidance around visitors to Grounds in the coming weeks.

Cleaning protocols
UVA Enhanced Cleaning Protocols and Standard Operating Procedures incorporate industry standards and bests practices with guidelines from the CDC, and will be strictly followed. EPA-approved products that are effective against the coronavirus will be used. The University procured 2600 hand sanitizing stations that are currently being installed at building main entrances, floors, and near elevators. Upon request, hand sanitizer and other COVID related supplies will be provided to any area that does not have hand sanitation stations (available via the UVA FM COVID-19 Product Catalog).

Student housing
First-years and other students living on Grounds will be assigned to double rooms by default, consistent with past practices. Changes will be made to residence halls and bathrooms to reduce risk including, but not necessarily limited to, assigning students living in residence halls to specific sinks, stalls, and showers; and limiting the number of students allowed in a communal bathroom at

any given time. Housing and residence life staff will work with residents to apply social distancing guidelines to all communal spaces and to make additional changes, as necessary.

Consideration of vulnerable individuals

Some individuals are more vulnerable than others to the effects of COVID-19, and reasonable accommodations will be made to all eligible employees as directed by the Americans with Disabilities Act. In addition, the University will consider requests for modifications for individuals without an ADA-recognized medical condition. Accommodation requests will be prioritized for faculty and staff who are at higher risk for severe illness, as well as anyone with a household member at higher risk. Outside of those categories, we will make every effort to grant reasonable modification requests. As deans, department chairs, and managers plan for the fall, they will work with University Human Resources to honor faculty and staff requests while considering the impact on and constraints of research, curricular, student, and workplace needs. Remote work is available as a staffing option as prescribed in the University's remote work policy. Managers may also consider alternative work schedules, in an effort to stagger schedules and maintain appropriate social distancing.

As noted above, the primary protection for vulnerable students is the option of taking classes online and remaining, if they choose, in their home community.

Emergency financial assistance through the CARES act is available for students who have limited access to technology to enable remote online coursework. As in previous years, students are also permitted to request a gap year.

International student considerations

New and continuing international students will be subject to University, state, and federal requirements and policies implemented to manage Covid-19 and maintain a safe learning environment and community. At present only new international students who are already in the United States can reasonably be expected to arrive in person for the fall 2020 semester as United States consulates have not resumed visa processing services; travel options (flights) are extremely limited; and restrictions on entry to the United States remain in place for travelers from Brazil, China, Iran, Ireland, the Schengen Zone countries, and the United Kingdom. The restrictions on entry may also lower the number of continuing international students who are able to study on Grounds in fall 2020. International students will be directed to the CDC, DOS, DHS, and VDH web pages which specify requirements and expectations for travelers entering the United States. International students are expected to meet any published requirements and expectations.

Students have the option to enroll in remote classes that do not require them to be physically present in Charlottesville. Additionally, existing policies on deferral and gap years (or a gap semester) accommodate students who may not want to take classes remotely and who cannot reasonably plan to arrive in Charlottesville for the start of classes. UVA does not currently require students to register personal travel. All students must register international travel for university-related purposes. Such travel is currently suspended and likely to be suspended for the rest of the year.

Partnership and communication/information sharing with the local community, health systems and other stakeholders

UVA's communication strategy (detailed on page 7) includes communication with the local community and stakeholders. Because UVA has an affiliated health system, there is an existing partnership and strong communication channels. UVA Health is the primary conduit for communications with local health authorities and the Virginia Department of Health. Therefore, the

Academic Division is well positioned to share and receive community health information that may affect planning decisions related to COVID-19.

As we implement our fall plan, we will focus efforts on the equitable treatment of the most vulnerable members of our larger community, including our students with financial challenges, our employees whose work exposes them to particular risks, and members of the greater Charlottesville community who are affected by our actions and to whom we must be good neighbors and partners. To accomplish this, we are establishing a working group of students, faculty, staff, and community members whose singular focus will be on issues of equity related to our return to Grounds and next fall.

Face coverings for faculty, students, and staff

Appropriate use of face coverings is important in minimizing risks to the wearers and those around them. Per University policy SEC-045: COVID-19 Health & Safety Requirement – Face Coverings, outside of the context of in-person instruction, face coverings must be worn by all individuals on Grounds in public settings where other physical distancing measures are difficult to maintain (e.g., common workspaces, meeting rooms, hallways, restrooms, etc.). For in-person instruction, the instructor does not need to wear a face covering if she/he is both more than six feet from students and behind a barrier (e.g., plexiglass). We will monitor public health conditions and consider changes to this policy, specifically around in-person instruction, as conditions evolve.

Two cloth face coverings will be provided by the University to each staff and faculty member upon their return to the workplace. Students will receive a kit that includes two cloth face masks, hand sanitizer, and a hands-free device for opening doors. If preferred, individuals may wear their own face coverings if they meet policy standards. Disposable masks will be provided to faculty, staff, and students who forget to bring their own.

Student health services

Personal Protective Equipment (PPE) is provided to Student Health & Wellness (SHW) staff engaging in patient contact. SHW has developed Universal Masking procedures for students, visitors, and staff. The SHW Staff Face Covering and PPE procedures include instructions regarding the level of PPE required in different healthcare situations, as well as the appropriate handling and storage of PPE. Medical Services administration tracks PPE supplies and inventory daily. (e.g., face shields, goggles, surgical masks, N-95 masks, gowns, and gloves).

The full range of Student Health & Wellness services will continue to be provided through both telemedicine and in-person appointments. Students may call Student Health & Wellness to access these services and, through discussions with Medical Services staff, determine which format is most appropriate. In addition, the Immunization Clinic has been open since mid-June.

SHW continues to offer mental health services for students on Grounds and those off Grounds who reside in Virginia. Students residing outside of Virginia are assisted with locating mental health providers in their state of residence pursuant to appropriate licensure laws. Mental health services provided through Student Health & Wellness include individual psychotherapy, group psychotherapy, psychiatric care, case management, and 24/7 emergency consultation for students in crisis. Most students will receive care through telehealth (videoconferencing and/or phone). Those in crisis or without access to resources necessary for telehealth services will be seen for an in-person assessment. In addition, the University provides a free online mental health tool – SilverCloud – that assists students in developing skills for managing stress, anxiety, sleep, and depression. Based on cognitive behavioral therapy principles, the self-guided program is accessible 24 hours/day, 7 days/week, and helps students actively engage in self-help and develop healthy coping skills.

Based on guidelines and best practices from the CDC and Virginia Department of Health, SHW has assessed its building occupancy capabilities and applied appropriate social distancing parameters to determine the number of individuals who may safely occupy space within the building. In partnership with Environmental Health and Safety, SHW has further implemented an enhanced cleaning regimen to disinfect facility surfaces including waiting areas, high touch surfaces, IT equipment, and reception desks/counters. Signage with social distancing instructions and personal hygiene guidance are also located throughout the facility.

Multiple strategies are being employed to safely facilitate all necessary in-person activities at Student Health & Wellness. For on-site appointments, enhanced cleaning and limited touch procedures have been deployed to enhance patient and staff safety including:
- Removal of touch items such as pamphlets, books, self-check-in kiosks
- Implementation of self-check-in and form completion from mobile phone
- Use of infrared thermometer for initial temperature screening for students and visitors
- Front door screening procedure in place

Large events including athletic events

Large events will be coordinated in accordance with Executive Order 65 (or any subsequent Executive Order or guidance from the Governor), and will reflect the current guidance from the Governor based on the phase the Governor designates for easing the temporary restrictions due to COVID-19.

Fall sport athletes will begin returning to Grounds in July and public health protections are being applied that will allow student athletes to train and compete safely. In accordance with local, state, and federal guidelines, the UVA medical team has developed a set of protocols that will be implemented to mitigate the risk of student-athletes, coaches, and staff contracting the virus upon their return. Examples include but are not limited to educational programming, revised medical protocols, and revised training protocols that limit the number of student-athletes who can train together while incorporating the social distancing guidelines and face covering requirements. In addition, we are working with the Atlantic Coast Conference (ACC) office to develop and establish medical protocols for use during competitions. While sporting contests are expected to take place, the University has not yet made final decisions about spectator attendance and is awaiting the guidance of the ACC and the National Collegiate Athletics Association (NCAA). Student athletes will receive the same COVID-specific training and be required to sign the risk mitigation and acknowledgement of risk agreement required of all students and described above (on page 3).

Communications strategy

Beginning in March shortly after COVID began to broadly affect the United States, University of Virginia leaders shared key decisions and information with students, faculty, staff, and parents of current undergraduate students through a series of email messages. These mass email messages were repeated and amplified through institutional news, content and social media platforms, as well as through outreach to local media and community stakeholders. In March 2020, the University also launched a dedicated website to provide greater details, policy decisions and operational changes related to COVID-19. The site housed nearly 300 FAQs and was updated continuously to reflect evolving circumstances. In its first 30 days the site saw over 407,000 site visits, and pageviews on main UVA news articles relating to COVID decisions reached 1.2 million. In late spring, University leaders began a series of communications related to Fall 2020 planning. Two new websites were created as a source of information to replace the COVID-19 site launched in the spring, both of which

have seen significant engagement: [Return to Grounds website](#) and a [dedicated resource site for students and their families](#).

As we prepare for Fall 2020, a communications structure is being formalized to better ensure rapid flow of information from the leadership to the University's main communication channels and to a core group of communication leads from Operations, Provost's office, Human Resources, Student Affairs, and others. Key decisions and communication needs will be mapped out, allowing communicators to anticipate impact in their local areas and coordinate unit-specific communications efforts that support and align with central efforts. Likewise, this working group can also elevate to leadership any key questions or unresolved issues from their constituencies. Both the [Return to Grounds website](#) and [Fall 2020 Student Resource Site](#) will be updated with institutional as well as audience-specific frequently asked questions (FAQs) and information, with links to deeper information and resources in areas such as Human Resources, Student Financial Services, and Housing. All major communications will be supported by continual UVA news, content and social media coverage, and amplification. Student Affairs will pay particular attention to the needs of incoming students and their families. UVA Human Resources is also developing online training modules for faculty and staff to complete prior to returning to their regular workplaces.

Monitoring health conditions to detect infection

The University of Virginia, in collaboration with the Virginia Department of Health (VDH), is creating a comprehensive COVID-19 testing plan that will include students, faculty, staff, and members of the community. We have finalized some plans and we continue to evaluate others. Below, however, are the elements of testing strategy that have been confirmed:

- Students, faculty, and staff will be asked to track their symptoms daily using a daily health check application.
- Testing will continue to be available to anyone who exhibits symptoms.
- In addition, voluntary testing will be made available for full-time faculty, staff, contract employees, and students who are concerned but may not exhibit symptoms. These tests will be available through an online schedule with the number of slots determined by available lab capacity.
- In partnership with the VDH, UVA will help support voluntary testing of community members.
- Once classes start, UVA will be monitoring the number of cases of COVID-19 in our community to assess the prevalence of viral infections. Increased testing will be implemented to detect any asymptomatic or pre-symptomatic cases wherever our examinations suggest there might be a cluster of cases.

The testing and community tracing plans raise important issues of privacy. Protections will be created that will limit access to testing information consistent with relevant statutes like the Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA). More information about our plans and these privacy protections will be available in the coming weeks.

Containing the disease when detected

Partnership with VDH for contact tracing and with local health departments
UVA will continue to report all positive cases of COVID-19 to the VDH to ensure results are captured in the Virginia Electronic Disease Surveillance System (VEDSS). Additionally, UVA will work closely

with the Thomas Jefferson Health Department (TJHD) to assist with contact tracing, as requested, specifically for cases that involve faculty, students, and staff. UVA Employee Health and UVA Student Health have an excellent working relationship with the local health department and will continue to support tracing efforts. Close communication with TJHD will be critical to UVA's role in helping to facilitate the identification of "close contacts" of students residing on Grounds (defined as those who have been within six feet of a person diagnosed with COVID-19 for more than 15 minutes).

UVA will partner with VDH over the summer on a tabletop exercise to simulate different COVID-19 outbreak scenarios in a higher education setting. The goal is to determine how VDH and universities can collaborate during an outbreak (e.g., information sharing, bridging gaps, roles and responsibilities, and resources needed).

Plans for quarantining and isolating students if needed

UVA is developing plans to isolate students who test positive for the virus and to quarantine students who have been exposed. One residence hall (114 beds) will be reserved for isolation of students who test positive, with only one person allowed per room. Depending on the number of students who physically return to Grounds, we may also be able to quarantine students using existing dormitory space. As a contingency, University space and local hotels are being considered with a capacity of approximately 500 additional rooms that may be used for quarantine. Students will be permitted to return home to isolate or quarantine if they choose to do so. Quarantine and isolation space will be provided to all students who live on Grounds, as well as others who are unable to safely separate from others in their local or permanent residence.

Additional planning with dining services is underway to ensure no-contact food delivery to students who are in isolation or quarantine. Student Health services will also conduct telehealth check-ins with students and monitor their isolation/quarantine time to ensure the proper timing for release. Protocols will be in place to ensure proper cleaning of isolation and quarantine rooms.

Campus outbreak management

A combination of metrics will be monitored to assess the status of an outbreak on Grounds. No single metric will be sufficient. A dashboard is under development to enable daily monitoring of key decision support measures and real-time assessment of the current state of COVID-19 on UVA Grounds. Metrics have yet to be finalized, but those under consideration include ventilator availability, hospital bed capacity, quarantine space available, isolation space availability, daily symptomatic cases, and percentage of viral tests that are positive. We will form a medical monitoring and response team consisting of experts from Student Health, internal medicine, infectious disease, emergency medicine, and others who will provide continuous monitoring of the situation and guidance to the senior leadership team. Criteria for declaring an outbreak are still being finalized. In the event of an outbreak on Grounds, UVA will follow the same review process as outlined below for a shut down.

Shutting down if necessary

Criteria and process for shutdown

UVA will follow Governor Northam's statewide executive orders regarding restrictions and potential return to previous phases of opening/closure. As noted above in the monitoring of campus outbreaks, UVA will closely monitor the campus community using a dashboard of key metrics including but not limited to capacity for isolation and quarantine, as well as in the UVA Medical Center. Criteria for shutdown in the absence of an executive order are still being finalized.

Nature of reduced campus activity in the event of severe conditions/public health direction or guidance.

In the event of severe conditions or public health direction, UVA will work closely with our local health district and the epidemiologists in UVA Health to determine if we need to implement stricter social distancing measures, such as closing the libraries, recreational facilities, and fully transitioning dining to grab and go, or if we will need to pause in-person instructional environment and transition to a full online environment, while directing faculty and staff to telework.

Considerations regarding student health and safety on campus versus returning home

UVA will survey the student population to see who is able to return safely home and who must remain on Grounds. For those students who need to remain on Grounds, we will continue to provide quarantine and isolation locations, as well as transition to other measures implemented during the 2020 spring semester, such as grab and go for dining and closing all public spaces. Student Health will continue to provide services, utilizing those methods that allow for continued care of students, while providing for the health and safety of staff and the other students.

Communications plan for dismissals/shutdowns

UVA will reuse the templates developed during the spring semester for students, faculty, and staff. The University's Return to Grounds website will continue to be utilized to provide up-to-date information, communications, and answers to frequently asked questions. We will work closely with our community partners and our local health district in the creation of the content, as well as the dissemination of information to the community at-large.