

FAS Administrators' Town Hall

July 6, 2020

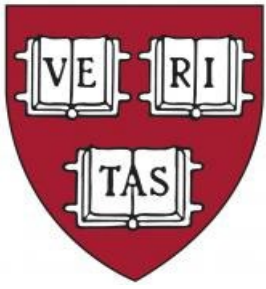
Zoom



Welcome

Leslie Kirwan

Dean for Administration and Finance



Fall Planning

Michael Burke

Registrar, Faculty of Arts and Sciences

Our Pathway to Fall

Academic Year 2020-21

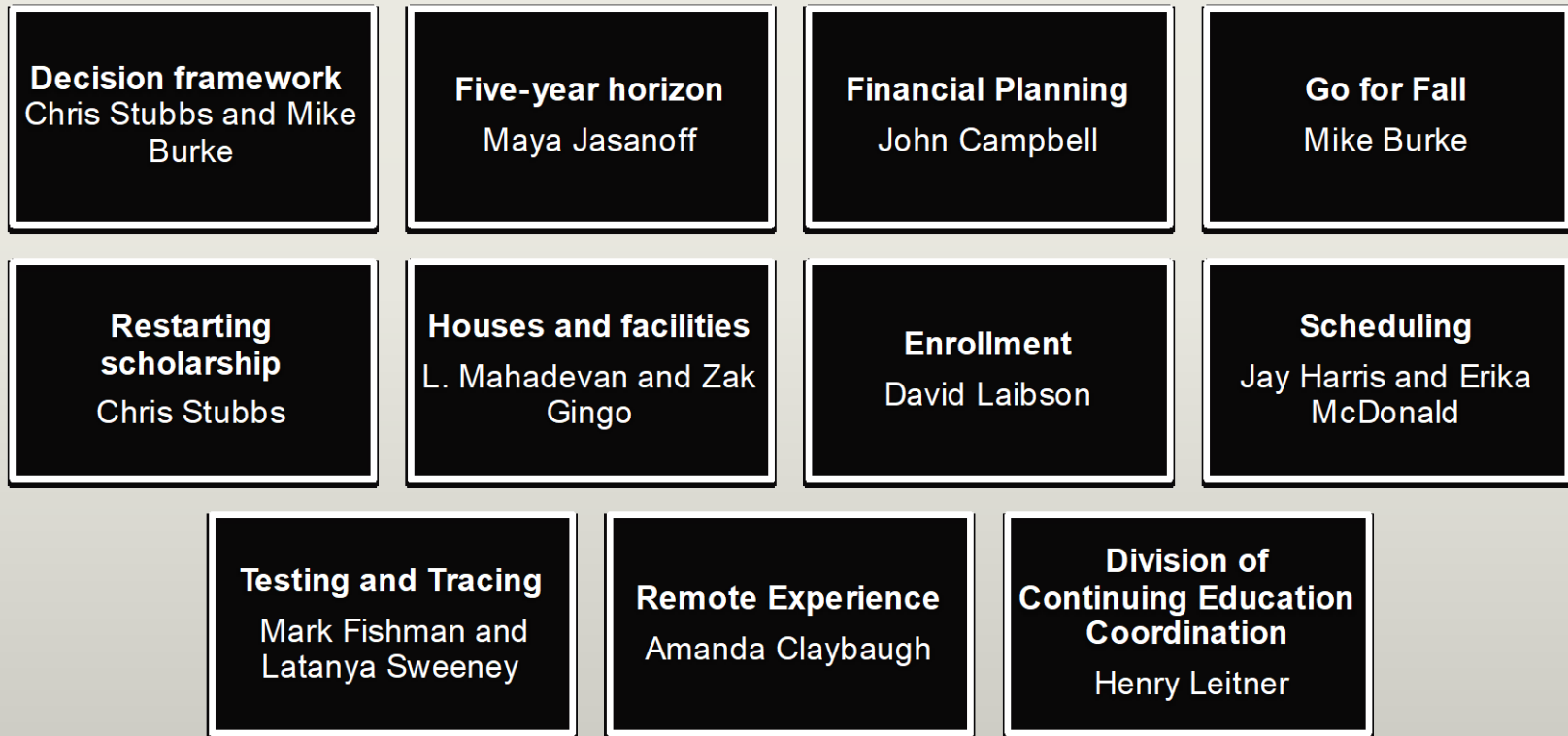
July 6, 2020



HARVARD
Faculty of Arts and Sciences

Planning Process

11 Working groups; 125 faculty and staff



Community Outreach and Input

- Working groups
- Town halls
- Surveys
- Focus groups
- Division/dept meetings
- Community messages
- Faculty wiki
- Website & email address



The screenshot shows a website page titled "FAS Coronavirus Updates". At the top left, there is a dark box with the text "Coronavirus (COVID-19) Information and Updates". Below this is a 3D rendering of a coronavirus particle. To the right of the image, the text reads: "Harvard University is closely monitoring the ongoing Coronavirus Disease 2019 (COVID-19) outbreak. As the situation continues to change rapidly, our top priority". Above the main title "FAS Coronavirus Updates" is a breadcrumb link "HOME /". Below the title is a message: "Please visit this page for the latest updates and messages to the FAS community." Underneath, there is a section titled "Messages from the FAS Dean's Office" with two bullet points: "► Interim Report on FAS Fall Scenario Planning - 6/15/2020" and "► An update on FAS Finances - 6/2/2020".



Leading with our academic mission

- Put health and safety first
- **Protect the academic enterprise**
- Leverage our breadth and diversity
- Preserve access and affordability



The Harvard Context

- Urban environment
- Open campus
- 98% of undergraduates live on campus
- Connections between research and residential



Guiding Factors and Gating Issues

Public health guidelines

- Guided by medical expert advisory group
- State and local health directives

Housing program

- De-densify undergraduate and graduate dormitories; one student per bedroom
- Impacts on dining, social spaces, student engagement

High-cadence viral testing – Essential Gating Issue

- Test all students and staff who live and work in residences at frequent intervals
- Self-administered and dispersed collection
- Protocols under development; high confidence required

Containment

- Screening with symptom tracking tool (Crimson Clear)
- Contact tracing (traditional; piloting new approaches)
- Isolate positive cases; quarantine close contacts
- Provide students and staff with face masks and other necessary gear

Community

- Social engagement will be different
- Students and community need to agree to a social compact



Fall 2020 Decision

- Remote instruction
- Undergraduate residential program: ~40% density
 - Welcome **first-year** students for fall; assume **seniors** in spring
 - Address home learning gaps and identify students who must learn from campus
- Fall academic calendar
 - First day of classes Sept 2
 - Send students on campus home by November 22
 - Remote reading and exam period
- Additional support for students receiving financial aid
 - Remote room and board allowance for students learning away from campus
 - Term-time work replaced with additional grant aid



Critical New Practices and Protocols

- Required testing, education, and contact tracing
- Isolation of positive cases and quarantine of close contacts.
- Physical distancing, face covering, and hygiene
- Restrictions on travel outside of immediate area, guests, and inter-house access
- Non-compliance results in removal from campus
- **Same for all House residents**



Monitoring

- Continuous monitoring of key public health indicators
 - the number of individuals in our community that has tested positive for the virus
 - the number of symptomatic individuals in our community
 - Harvard community's compliance with testing and other required public health practices
 - Boston-area healthcare readiness indicators
- We will adapt plans and protocols in response to these indicators

Pathways to Spring

- Spring residential capacity:
 - **Continue** at medium residential density, returning those students who must learn from campus and seniors.
 - **Lower** residential density than fall, retaining only those students who must learn from campus.
 - **Higher** residential density, returning those who must learn from campus and more than one class cohort.
- Spring academic calendar
 - Later start assumed
 - Term condensed, with Spring Break eliminated
- Decision by early December



Implications for Staff Return to Campus

- Essential workers – have been on campus throughout
- Research labs – gradual return began June 8
- Staff needed on campus as activity ramps up – will be notified by their managers – manager should aim to provide reasonable notice
- Majority of staff working remotely now – expect to continue working remotely until further notice, at least until the end of the summer



Health and Safety Practices for Return to Campus

- Required training through Training Portal (30 minutes)
- Daily symptom attestation through the **Crimson Clear** web portal
- Viral testing for anyone coming on campus for more than 4 hours a week
 - Ideally 1-2 days before or after return – not later than 2 weeks after return
 - Must sign up online using HUHS website
- Tracing of close contacts in case of infection



Standard Health Precautions

- Wearing face masks indoors and outdoors – FAS will provide appropriate masks
- Physical distancing
- Limits on gathering size
- Careful hygiene
- No Harvard-related travel until further notice, requirements to quarantine (Commonwealth of MA restrictions)

If you need a quick visit to campus

- Contact your manager
- Decisions made by Administrative Dean
- Take the training through the Training Portal
- Attest to symptoms using the **Crimson Clear** web portal
- Wear a cloth face covering
- Observe standard precautions (distancing, etc.)
- **NO VIRAL TESTING NEEDED UNLESS YOU PLAN TO SPEND OVER 4 HOURS**



Work and Pay

- Continued remote work where possible
- Use of voluntary programs
 - Voluntary Time Reduction program
 - Voluntary Vacation Balance Reduction program
 - Voluntary Early Retirement Incentive program
- Return to work on campus when notified by manager
- Talent Share program



We are all in this together

- There is tremendous uncertainty and no roadmap
- Everyone must take the public health precautions seriously
- Be ready to respond quickly to changing conditions
- Assume change and adjustment are part of daily life
- Stay informed

