

## **Transcript of CC Safe Return to Campus: Online Town Hall for Employees**

*This webinar was held on July 2, 2020.*

Mike Edmonds: Good morning, and welcome to everyone, I am Mike Edmonds, as of yesterday I became acting copresident with Robert Moore. I would like to welcome you all to this town hall meeting. I realize that last week we sent out our message concerning fall semester. It answered many questions, but it also generated many more. Thus we wanted to do a town hall meeting today to answer as many questions as we possibly could.

I understand and appreciate that there are a range of emotions concerning repopulation of campus and us coming back to work safely. I do want to underscore the importance of the word safely. Many faculty, staff, and students have been on working groups all summer working on how we come back and how we do so in a way that keeps our campus and our community safe. That's paramount for Colorado College.

Today we have with us Robert Moore who has been heading a working group on administrative policies and Brian Young who has been working on prevention and very key in working with our testing working group. Our hope for today is to give Robert and Brian Young both time to get you caught up with what's been happening with their working groups and then also to leave ample time for people to have an opportunity to send in questions and answers.

Or questions and we hope to provide answers. With that, I would like to introduce copresident, acting copresident, Robert Moore to talk about his work with the working group dealing with administrative policies.

Robert Moore: Thank you, Mike. Good morning, everyone.

The working group continues, but I want to give you an update on some of our decisions. When we have completed our work, you will be notified and you will have access to all of the policy changes that are necessary as we work toward August 1<sup>st</sup> being ready for students to come to campus. At that time, we want to assure you that no building has more than a 50% occupancy, and that we have no more than 50% of

the work force on campus at any time.

We understand and appreciate that this means some people need to change the hours they come or the days they come to campus. This also means that many of you will continue to work from home. For those of you who are able to work from home and are serving the campus that way, our thanks to you, and we need to continue to have you be productive. Masks will be worn by everybody on campus except for people who are like Mike and I; right now we are in private offices, where you can then take your mask off, but we need you to be prepared to wear your mask at almost any time.

If you are working outside, you may also be able to take your mask off. We want to continue to encourage everybody to have virtual meetings, even if all of you are on campus. We suggest that you meet virtually. The college will remain closed to visitors. The only possible exception to that closure will be for the Colorado Springs Fine Arts Center who, if they are able, will reopen safely and may be welcoming visitors there.

There will be no outside speakers coming to campus. If you need to utilize the speaker, we ask that you do so virtually. The college will remain closed to the routine delivery of products from vendors. There is a question about when you travel, where should you travel, what to do when you come back. If you travel outside of the state of Colorado, we ask that when you return home, you remain there for three days, taking your temperature daily.

If there is no change in your daily temperature after three days, please return to work if you need to come to campus, obviously if you work from home, you can work during that three-day period. We realize that some people are at higher risk for the COVID-19. If you are one of those and you want to have a special accommodation, we ask that you notify your supervisor and work with HR. We hope that you will continue to be able to work from home.

That's the end of the report on that special workforce. I do have some other information I want to show to you. June 3rd was the last date to apply to the advanced faculty program. Some people have asked to participate in some of those programs. There remains continued interest. We have changed the deadline. It will be July 31<sup>st</sup> if you want to apply for the furlough or faculty early retirement program. There will be more information coming out from human resources about how to do that. We want the campus to know that Maggie Santos is going to take a new role. She is going to work with Lyrae Williams and she will lead the COVID-19 effort. One of the charges is to determine a process

that we inform the campus if we have someone, faculty, staff, or student who has the COVID-19 virus. We will try to safely treat those people, but there is a desire to share that information. Maggie and Lyrae will figure out how to do that. I want to get to Brian Young who will talk about community, testing, and expectations. Brian, welcome and thanks for joining us this morning.

Brian Young:

Thanks, Robert. Good morning to everyone.

I can't say that I thought in my life that this would be our new normal, taking temperatures, bathing in Purell, but that's where we are. I do want to share though that as Mike mentioned, Robert talked before about a work group, there are several working groups and several before that. I want everyone to know that you can rest assured that campus is working very hard to make sure that we reopen to what Mike started with, which is safety, and how do we do it safely for our students, for our faculty, and for our staff.

Know that a lot of work is being done on those fronts. The other thing I think you should be aware of is that many of us stay on top daily of local and state changes in public health and the guidelines that come out from our governor's office, and they change almost daily.

So we are going to ask that you be flexible, be nimble. We may have to change quickly as new regulations or new guidance comes out. So thanks in advance for being nimble and being able to change quickly as we might have to switch or hopefully open up more as things get better. The other thing I want to spend a moment and ask of you as colleagues and teammates is that we need you to be an active community member in this COVID time.

It's a strange time. As I mentioned, I never thought I would be wearing a mask almost all of the time throughout the day, and part of being a good community member as you have heard from Robert and Mike is we are going to ask you to do some things to help us be a good community for the safety of our students, the safety of us, the safety of our entire campus.

Things like daily temperature checks, asking yourself how are you doing, do I have any symptoms? Should I stay at home today? Washing your hands frequently, all of the things that you hear almost on a regular basis. As you heard from Robert, wearing masks as much as possible. Practice social distancing. And, again, anybody feels under the weather, doesn't quite feel right, stay at home. Work with your supervisor, but we want people to be safe in this COVID time. So you play a big role in

helping us do this because of the activities that we will be asking you to be a part of including when on campus not just the mask wearing and social distancing, but helping to wipe some things down around the office, helping to keep areas clean.

Unfortunately, it's not just going to be the same normal that we are used to. Break rooms won't be packed, we won't be meeting as mentioned in meeting rooms as much. We will be using Zoom and WebEx and other technologies to support that. So on that front, I wanted to share as well some of the key preventive measures that we have been taking and when I say we, I mean truly a campus effort.

There are many, too many to name, that I would love to thank and will thank over time for all of the work that's been done to help campus get ready for a safe opening. A couple of the things that I will share with you that we are exploring and looking to implement for campus, first, from a technology perspective, we will be implementing a daily app that will ask you three to five questions a day, asking about your health, asking how you are feeling, asking do you have a temperature, and just a reminder for people to check on a daily basis to say 'am I ready to go in?'

And so we are exploring a number of apps that just help us walk through those questions and we will be launching that to campus shortly. Other technologies that we are exploring for buildings that would be like for the library or for Worner, are solutions that help us understand density in buildings so that we can make sure that we are following guidelines by the state, but also that other people can see potentially how dense a building could be and whether or not I should even go over to that building at a given time.

So more to come on some of the density monitoring solutions that we are looking at. A lot of teams and facilities have been working quite a bit on air handling and HVAC systems.

A deep review of all of those systems for every campus building has happened, and some good work has been done on that front. We will be taking measures to make sure that air flow and HVAC handling, and the proper circulation are there for all of our buildings across campus.

Again, tremendous amount of work has been done on that front. In some buildings, we will be doing enhanced cleaning. Again, I go back to the idea of us being all good community members, and knowing that in every area where needed we will have supplies, we will have hand sanitizer, we will have masks, we will have Clorox wipes, and we will be asking everyone to help play their part in making sure that we maintain a safe and sanitized campus. We will be enhancing some of

our cleaning that is done through our partner, but everyone can help play a key role in this.

And then lastly, I talked a little bit about supplies, but we have a team just dedicated to making sure that we are securing all of the needed supplies that campus will need from a COVID perspective from PPE to shields to Plexiglass, to hand sanitizer, and so more to come to campus on if you need it, we will be, have it readily available and get it to you and get it to areas.

Lastly, I will say a few words on testing. As many of you know, testing is key. And certainly if anyone feels like they are symptomatic or aren't feeling well, we encourage you to get a test. One of the things that we will be doing on campus is that we will have the ability on site to do the COVID tests through our partner and UC health and we will have more to come in terms of information about that, but I want everyone to know that that's a key element for us to have testing available right here on campus if needed.

With that, I would just say that, again, I thank you in advance for being flexible and nimble during these times. I want to assure you that being a part of a working group that there is a tremendous amount of work being done to make sure that we are safe and that our students and you are safe upon return.

I will turn it back over to the three of us, if anyone has questions and I know many will come in, you can use the Q and A function in the chat area of Zoom and so feel free to do that and I will read some of them out and try to answer your questions.

Mike E.: Robert, there is a question concerning will employees know if layoffs are going to happen and will employees be required to furlough? If so, how will that be decided?

Robert M.: Currently, we have no plans for layoffs nor for furloughs. I want to remind the community that we are a tuition-dependent institution. If we are able to serve our students during this 10-block year that we have set out, I think if at least seven of those blocks a student has an opportunity to be on campus, to be educated here, that we will not have to reduce tuition or issue refunds.

If that turns out not to be the case and we have to reduce our revenue source, tuition reductions, then we need to consider making changes in our compensation. So earlier we had a committee that I worked with, and we have some plans in place. It could involve a reduction to the employer retirement contribution. It could involve salary reductions, higher reductions

for higher salary folks. We have to explore how much we are short on revenue. If we are teaching remotely all year, then in fact we may be required to look at furloughs.

We may also have, if employees are unable to work at all, their job is something that the college just can't use that year, then we may have to look at longer furloughs for those folks. So we do have some plans in place if we have to go there.

It is our intent to not have to do that, but, again, we need the tuition revenues so we can pay the compensation.

Mike E.: Robert, you are up again, and that's concerning faculty and staff travel.

Robert M.: So, let me back up. We are trying to follow government guidelines. Right now, the State of Colorado does not have a limit on travel, but we are following what I already mentioned, this three-day isolation if you go out of state. We may have to change that as the situation changes.

But we are not saying that the college will not pay for your travel to a conference should any conference be occurring in person. Right now, I think there are very few of those that are even possible.

So we are not banning travel, we are following what Brian Young said, we are asking you to be a responsible member of the community, but if you make the decision to leave the state, you need to have plans right now to be at home for at least three days monitoring your temperature before you return to campus.

Brian Y.: Mike, there was a question in here about testing everybody upon arrival and I wanted to address that because I get a lot of questions, and I wanted everyone to know that working with El Paso County Public Health, working with U.C. health infectious disease team, the recommendation, although you hear it differently across the country in different campuses, but the recommendation here is that testing everyone upon arrival isn't a good use of resources, that symptomatic testing and the strategy that CC is deploying is in fact the right strategy for us in this area.

So the question of why not test everyone upon arrival is, as they describe it, it's really a point in time. It's like an EKG, you get a sense of your heartbeat at that moment, and yet it really doesn't do a lot of good to test that many people for just a point in time. So their recommendation which we are following is to aggressively test if anyone has symptoms.

Mike E.: There are a couple of questions mere concerning documentation with HR

and who you should contact. You should notify your supervisor and it's my understanding that you just need to notify your supervisor that the college is assuming good faith among our employees and our staff and our community, and if you tell your supervisor that you are at risk and you don't want to meet in person, that's enough.

Robert, is that correct?

Robert M.: Well, that's correct, unless you are asking for a special accommodation from the college based on your higher risk factor. We will need to involve human resources.

We don't have a form out yet. We don't have the contact yet. I was giving an update on the working group, when we complete our work, we will tell you the process you will need to follow, but just have in your head that we are aware of the situation, we want to give you the confidentiality you deserve, but we need to know who needs a special accommodation to determine if we are able to accommodate.

Mike E.: There is also a question concerning if you are a student-facing position, are you required to meet with students face-to-face? We have many people in student life who are doing excellent work with students remotely and virtually, and if that's able to continue, please, please allow that to continue. There are some areas where we will need people to be person-to-person with students and we will work with staff on that, but Rochelle Mason and Leslie Irvine have been working on the cocurricular student-facing working group and a lot is happening virtually.

There is also another question for the three-day quarantining and not more. Brian, it's my understanding from Colorado Public Health it's three days.

Brian Y.: Correct, Mike, again, as Robert mentioned, Colorado for residents or for its visitors didn't have any required quarantining for resident traveling or for a visitor. So like as many of you probably know, if you are in a hot spot and you travel to New York, Connecticut, New Jersey, the request is to quarantine for 14 days.

The current guidance from the state is that we ask people to symptom check, take temperatures for three days, and if you are feeling good, no heightened temperature, then you can resume sort of daily life. So that's where our guidance is. As mentioned before, things can change on a dime. We could get new guidance by next week or new regulations from the governor's office, and we will certainly keep abreast of those.

Mike E.: Brian, while you are speaking, could you also address the question

concerning self-isolation of students upon return to campus?

Brian Y.: So right now, again, we are not requiring that campus or that students upon arrival would isolate. We are doing all we can to reduce visitors and additional guests to campus upon arrival. Again, having a testing site on campus, any student that feels symptomatic in any way, shape, or form we will encourage getting a test, but no isolation required here at CC, and that, again, it also based on input that we received from El Paso County Public Health.

Mike E.: And while you are talking about El Paso County Public Health, would you talk about the meeting that we had with them concerning when we might be told to go home or to send everyone away from campus?

Brian Y.: Yes. It's a good point, Mike. As I stated, early on in my brief remarks, we follow closely state health and El Paso County Public Health guidelines. And they are the officials that will help us and help an entity as we walk through COVID.

They will be the guiding leads in terms of us determining whether campus remains open or closed. They will help guide us through cases if we were to have a positive case. They will help guide us through on a number of fronts including contact tracing support, when and how to isolate, who to isolate, and so it's a great working relationship that we have with them and we will continue throughout this situation.

Mike E.: And, Brian Young, your group has been doing a lot in working with Barbara Wilson and Facilities Services to make sure that our HVAC systems meet OSHA standards and that we are preparing our mechanical systems to be ready to go. Would you address that? There is a question concerning that as well.

Brian Y.: Yes, again, facilities and the HVAC team have done a tremendous amount of work reviewing every single building on campus, with a very detailed spreadsheet and report out of that. Some of the solutions that we can bring to bear in certain areas to make sure that air flow and air handling is within the proper guidelines as we receive from OSHA and from state public health, and so work is ongoing to just make sure that every building is fully functional and ready to go.

The good news is the majority of our buildings are already there. And so there are other things that we can also do during nice weather to try to, again, just ensure good flow of air: Windows open, making sure that as much as possible, again, if we can to just have proper air flow happening, and so the team is on that, and I feel very good about where campus is today.

There are also a couple of questions about supplies, and I will tell you that we have a team focused just on purchasing supplies. There will be a note to campus forthcoming about if you need supplies, where to go to submit for those, and then we will get them delivered to you. Supplies being hand sanitizer, wipes, masks, Plexiglass shields, and, again, as much as we have them, we will get them out.

There are some shortages that are backlogged, for example, in just Plexiglass. It's hard to find. We had a couple of sheets on campus. We have a lot more ordered, but it won't come in until about the mid part of August. So just know that we will get equipment and supplies out as soon as we get them in.

Mike E.: There is a question concerning sick time and what happens if people run out of time. I will share with you, yesterday cabinet had a really good discussion about starting to come up with a pooling process where people could donate vacation days to be able to help other employees who might run out of sick time and are indeed needing to use sick time. So we are working on a solution that will allow people to be able to contribute to a pool that all employees could be able to draw from.

Robert, is there anything else on the sick time question that you want to add?

Robert M.: Well, I want folks to understand, we are sharing with you the ideas we are working on. How we establish the pool and all of that has to be determined. We will have that in place, but don't ask HR today exactly how it's going to work because we are still working on that. We just discussed it yesterday.

While I'm talking, some questions about vendors, so what we are trying to do, we are trying to eliminate outside vendors coming into our buildings. So right now, if you are not on campus the way it's working, we have supplies delivered over at Creekside; mail services is helping deliver those. We may have to ask other college staff to help us distribute products throughout the campus, but the whole intent is to reduce the number of individuals who go in and out of our buildings, and that's how we are trying to approach this issue.

Mike E.: Brian, could you address the question about the cost of testing as a barrier?

Brian Y.: Thanks, Mike. So we are, again, we are working with our local partner who has great expertise in the testing arena for COVID, specifically the PCR test as well as the antibody test. We are working hard to try to make these cost-free for students to make sure that we can encourage people who have symptoms to get tested.

Obviously as CC employees, our insurance already covers testing and we can

go to test sites across the city or across the state. While I'm on that, I have shared this before, and I would like to just share it with everyone here today, is that CC is an amazing campus, and is well known for tight time frames and the Block Plan and everyone sort of pushing through and really making sure that they can deliver on short time frames because the way the block works.

And I'm going to ask for everyone's help this year, that we don't need to be a push-through campus this year, meaning if someone is not feeling well, we don't want them to push through and attend class. If someone is not feeling well, we don't want them to push through and show up in the office. So, please, work with your supervisor, work with HR.

But we all need to do all we can to make sure that we are as safe as possible.

Mike E.: Brian, while you are still talking, there are a couple of questions about the benefit of doing pool testing and once again, that was a big subject of our cabinet meeting yesterday, and if you could give people some thoughts about that, that would be great.

Brian Y.: Thanks, Mike.

I just want everyone to know, I know everyone sees a lot, reads a lot, hears a lot from their friends, families, and other higher education places on testing, and how people are doing it or how it's being utilized in a particular area. I just want everyone to truly know that we are working very closely with El Paso County health and our UCHealth partners, taking great guidance from them on the best approach for accuracy as well as the best approach to testing in general.

There are a lot of things happening in this space, including new kits coming out of pharmaceutical places that allow for home testing. There are a lot of, there is a lot of work being done with the concept of pooling testing, where you pool ten samples, test it once. If it comes out negative, you are good to go. If it's positive, then you test all ten of the individuals.

They are all great opportunities for us to continue to watch and our partners are doing that on a regular basis. We will bring changes to testing as UCHealth and El Paso County bring those to us. We will bring them as fast as possible.

Just know that we have a team that's on it, dedicated to it. We will continue to monitor all of the best practices, and, again, following guidance from El Paso County and UCHealth, I think we are in a good space right now about where we are for testing.

- Mike E.: There also is a question about how did the 50% calculation come to be, Brian?
- Brian Y.: Yes, so the 50% is currently part of the state public health and the governor's orders for workplaces. Given that campuses like us, like UCCS and campuses that have multiple buildings working with the Department of Higher Education, Colorado, and working with El Paso County, again, the recommendation was for us to try to maintain per building under a 50% threshold in terms of population. So we will be asking areas to work with other departments, other groups in your building to try to make sure that you can stagger work times, who could be there Monday, Wednesday, Friday, Tuesday/Thursday. Who could start from 8 to noon and work from home, who could come in noon to 4, that kind of thing. You will be hearing more about this, but the threshold really has come from the state level.
- Mike E.: There was a question about working with our hospital systems, which we have been working directly with UCHealth and Children's and Optum. There are also some questions concerning will the Children's Center be back in operation August 1<sup>st</sup>, Robert?
- Robert M.: Well, the center is open, and we have been gradually increasing the hours of service. So we are working with the community who uses the center. We are trying to match demand with hours and so, yes, our goal is to get open full time on a gradual basis. Will we make it by August 1<sup>st</sup>? We will see.
- Like every place else on campus, we are trying to gradually reopen and work on the issue.
- Mike E.: Robert, there is a question concerning if someone has COVID, why would they be required to use sick time at all or wouldn't that just be they have COVID, and wouldn't have to use sick time?
- Robert M.: Well, the reason we have a sick leave system is to be able to continue to pay people who are unable to come to work because they are ill. And so I think COVID meets that definition. If you are ill and can't come in, that's why we have a sick leave pool for our employees. I think that's a straightforward approach to that issue.
- We have been paying people whether they are able to work on campus or not since spring break. We are trying to continue that, but we also have a vacation and sick leave system. People are using those right now. We urge you to continue to use those, but that's part of the practical reality of operating a college.
- Mike E.: There is a question concerning admissions and admissions is not planning

to host visitors during this coming fall semester. There is also a question about stricter enforcement of our campus and since we sit in the middle of the community and I know Maggie Santos and her group has been working on enforcing card swipes and doing the best they can in an open campus to not have visitors on our campus. But as you can well imagine, that's really a difficult task.

I think there is a question here about part --

Robert M.: While Mike is muted. There is a question about food service for students in Worner, so Bon Appetit is working mightily to make the necessary changes in how we feed our students. So we are going to be serving lunch and dinner from not only our traditional spots, but we are going to try to have the van over on east campus where you can grab lunch or dinner. We are not going to be able to offer the variety of food we had before.

We are going to have to serve all of our food on disposable products so students can grab and go. We are not going to be able to have our students sit all together and eat lunch. We have to maintain social distancing. We are also going to try to work to be sure that not all classes end at the same time so we can try to spread out student demand for lunch service, which is our high-demand time.

We are trying to make a lot of changes to be sure that our students can have access to the food they need in a variety of locations safely without generating any long lines or backup.

Mike E.: Brian Young, there is a question asking are we trying to hit the mark of 50% or is it up to 50%? I would just like to reiterate something Robert said when we started. If people are able to work at home and be able to do so, we are fine with that. I don't think it is a goal to hit 50% of people on campus. But, Brian, correct me if I'm wrong.

Brian Y.: That's spot on, Mike. Everyone out there, work with your supervisors, work with human resources. If you are effective and you are able to work remotely, that is still an encouraged practice. There are just some roles that can't, and so part of us being responsible community members is for those that truly can't do their work remotely, that we are not packing campus and not causing density issues so that our students, our faculty, and those that need to be on campus can be safely.

Mike E.: And, Brian, can you also give your group's thoughts about contact tracing? I know we have been working with El Paso County Public Health and UCHHealth on an approach to contact tracing.

Brian Y.: Yes, thanks, Mike.

I will, we have got a tremendous work group, Heather Horton is helping us to head that group. There will be a lot more to come on that. In fact, I will put a plug in for our town hall on July 9<sup>th</sup> that's also around safety measures. But I will say that a lot of work has been done on contact tracing and what CC is going to need to do so that we have proper spaces for isolation, that we are working hand in hand with El Paso County Health, it's reiteration here that El Paso County Health are key partners and will help lead us if we need to do contact tracing efforts.

We will have some team members on campus who will be trained, and specialized in contact tracing so that they can help not just our campus but El Paso County if we need to. So more to come on that, but tremendous amount of work has already been done to make sure we are safe in that particular protocol.

Mike E.: There is a question on clarification on what has to be disclosed to the supervisor.

Robert M.: The supervisor needs to know that that person believes they are in a higher risk category. The categories are laid out by the CDC and you need to say I meet two of those categories or whatever. It's back to Brian saying as a community, what must we need to know and that's what we are asking you to indicate to someone. I believe I am at higher risk. I need to work from home. Please help me try to accommodate that. That's what we would seek to do.

Mike E.: I think that's enough of the specifics. I don't think you have to give your supervisor detailed medical information.

Robert M.: We are not trying to learn your medical history, but we are trying to if you want to, you don't have to do that, but if you want to identify in that category, you need to say, you have read the CDC guidelines, here they are, you believe you meet the categories.

Mike E.: For our purposes that also would include if you believe you have a high-risk family member at home.

Robert M.: That's correct.

Brian Y.: Mike, there is a question here about Rastall won't be available so can staff bring food and stuff to campus. So everyone should feel comfortable that they would bring their own lunch, their own meals, their own snack. What is being requested, again, by state and county health is that we not bring meals that are to be shared by an entire department. So not bringing

in, as would be a normal practice, that someone would bring in a dozen doughnuts or a bunch of bagels. The request is bring what you need for consumption for yourself, and not do communal food.

Robert M.: Let me also add our working group is very concerned about food being brought onto campus, this is outside of the residential living areas for students, but if anyone wants to have a vendor bring food and serve individual lunches you need to go through Bon Appetit. Right now we need to restrict anybody coming on campus because that's an outside vendor. If there is a reason for meeting in person and you have to have food service, you need to work through Bon Appetit.

Mike E.: There are a couple of questions about how will the campus be notified if members of our community have tested positive. I was on a Zoom call yesterday with ACM and GLCA colleges and universities, and people are coming up with protocols about how to inform communities without disclosing people's personal information, and I asked Brian and his group to work up a protocol for the college. That has not yet been determined. We are working on how we will keep the campus abreast about the number of cases that we have on campus.

And colleges and universities are coming up with different templates, and we will use and adapt for Colorado College.

Brian Y.: There was a question, Mike, about coming into Colorado or to CC from an international destination. And, again, for everyone, the current guidelines would be coming to the U.S. internationally, from international locations would be for self-quarantine for 14 days.

Mike E.: There is also a question about, and this is a great question. Is there an ability for people to be able to purchase products from the college such as touchless thermometers for their own use because they have been hard to find. Are our suppliers able to help assist our community in getting supplies for their own personal use?

Brian Y.: The answer is yes. I do want to stress that our supplies, as scarce as they are as everyone knows, that we want them to be utilized right now for campus and for staff and our students and faculty, but as they become available, we would certainly work with areas to make sure that they could have some personal use of things such as contactless thermometers.

As we message campus about where to go, where to fill out the form to request supplies and then to be delivered to your campus area, feel free to reach out and work with that team for additional supplies as needed.

Mike E.: There are a couple of questions that deal with how will we enforce social distancing. And one of the things I wanted to say there or many colleges and universities are talking about how do we create a college, community commitment during COVID-19 time for all of us to be able to take responsibility for our care, the care of others, practicing social distancing during our meetings virtually, what would a stated college commitment look like. I have asked Rochelle Dickey Mason to start working on a commitment for student behavior, and I think it's a conversation that we should have for the entire campus, staff, faculty, and students about how do we create a culture change around a commitment to our responsibility for our own health, but also for the health of the community?

Public health guideline adherence, Rochelle Dickey Mason did add to the student conduct process, but students are just one part of our constituency on campus.

Brian Y.: Mike, I think you make a good point and, again, I go back to asking everyone, especially on this question of it's a big topic, this question of social distancing and how do you mandate it if you want to use that phrase. This is where we are asking everyone to be good community members.

It's asking people to wear masks when they can't be alone or in a space without someone there. Everyone has to help in this. It's not as if we will have a team of people walking around campus ticketing people for not having masks. So we just need everyone's help.

It's said a million times, but we are all in it together and we all have to help.

Mike E.: Robert, there are a few questions concerning our insurance, what's covered in our insurance, the equity issues concerning our insurance, have we heard anything from Cigna concerning coverage as it relates to COVID?

Robert M.: Well, the CARES Act is in force now. How long that stays would impact that question, we operate a self-insured program. So we are paying for all costs related to care of our employees until it hits a very high threshold per person. So when we say that we are not going to charge, for example, for testing, that means the college pool is going to pay for that. So the coverage is remaining the same. We haven't made any changes to that, but the federal government may require of insurance companies we, of course, will follow. I just can't predict how long the CARES Act is going to oversee what insurance companies cover and don't. I'm sorry, that's not a very helpful answer, but that's where we are.

Brian Y.: Mike, there was a question here about fall conference and guest lectures since we talked about this with the cabinet. We are still reviewing for

everyone what fall conference is going to look like, the majority will be in this kind of format. Maybe with some small breakouts, but the group is still discussing that.

From a guest lecture standpoint like First Mondays, things of that nature, where, again, normal times we would possibly fly somebody or a team in or a group in. We are going to be using solutions like this one instead of having people come to campus.

Robert M.: There are questions about retirees visiting the campus or alumni to campus, and, again, the campus is closed to visitors. So if someone has retired from the college but is not actively serving the college right now, quite frankly, they are asked to not come to campus.

Mike E.: There are some questions concerning reduction in parking spaces, parking reports to Maggie Santos. I will pass those on directly to her, and indicate a need to re-evaluate parking fees considering the nature of this year.

Brian Y.: There have been a couple of questions about, and I know we are running late on time, we want to be respectful of everyone's time, but a couple of questions about short of what would CC's threshold be that would cause us to close campus. Again, I just want to stress, that we are working closely with El Paso County Health and our UCHealth partners. They will help guide us. There is no magic number. And so that is an important thing and why we stay close contact with them on a regular basis. We just had a pretty full walk through with El Paso County Health through our campus for a good half of the day.

And we got some great information and great guidance, again, from them. So unfortunately, I'm not trying to be coy about this, there is no magic number. We will work with them and make the right decisions for safety and wellness.

Mike E.: There are a couple of questions about did we look at our plans for reopening and how COVID has disproportionately affected communities of color in our antiracism plan, and the answer, yes, and we will continue to do so as it related to who is able to return to campus, who is able to live on campus, our appeals process, our support process for students, how can we enhance our offerings virtually to the campus community, but our antiracism plan was considered in the decisions.

There was also a desire, Brian, from people to actually hear from real scientists and people in this, and we have been working with infectious disease staff from both children's hospital and UC Health. I think that's a great idea to see if we can come up with a town hall forum with the scientists that are leading the things that are happening, and El Paso County and Leon

Kelly who is the point person at El Paso County Health, MD, I will try to get that arranged for later in the summer.

Brian Y.: A good question here, Mike, about realizing that we all need to be good community members, change our behaviors, and the question is, 'Just curious if there is a most important thing that we would ask campus to do.' And, mask wearing is huge.

We know the science behind it. Being a part of the masked community is going to be important. So that's a big one. And also along with that, El Paso County Health and others would say just our own personal hygiene, washing hands frequently, sanitizing, all of these are big helps in the stop of the spread.

Mike E.: Brian, can you also make a comment, there is a question that relates to El Paso County Health being very red in relying on their information is not necessarily the most viable, but can you just comment on the days and hours with UCHHealth, Optum, Children's, the Education Advisory Board, and I believe you have reviewed and we have reviewed material from all over the country.

Brian Y.: Yes, that's right, Mike, and, you know, I can rest — everyone should just know that nobody, nobody wants an outbreak. Nobody wants to see cases. We are taking the best information that we get from our county local health officials. We are checking with state health officials. We are checking with private industry in terms of hospitals as Mike mentioned, infectious disease specialists. Several of you on this webinar continue to send us materials and even some of your own analysis.

All of those data points continue to help us make decisions, but we are all in this from the start as Mike mentioned that it's safety first. We are going to do everything that we can within our power, knowing that nothing is going to be 100%, that we focus on the safety of ourselves and our students, and that will be first and foremost.

And so as guidance comes in, as things change, as I mentioned in my remarks, we need to be nimble. We need to ask you to be flexible. We may have to change on a dime based on local ordinance or state ordinance, and just something to expect.

Robert M.: There is a question about a block visitor, while the word visitor is in that title, if we have hired someone to come on campus, we don't consider them to be a visitor when we say no visitors on campus.

Mike E.: So I believe we have come to the end of our time on this town hall. We will continue to have town halls, I believe Erica has gotten the list of the

questions. We will answer them and then post them to our COVID-19 site. So thank you all for your interest, thank you for the great questions and thank you for a wonderful, robust discussion. Have a great weekend. Stay healthy, stay well.