



# UNCOMMON *return*

COVID-19 STUDENT RETURN-TO-CAMPUS PLAN

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Concordia University  
WISCONSIN | ANN ARBOR

## COVID-19 Student Return-to-Campus Plan

Concordia University intends to open in the fall of 2020, with in-person classes offered at both the Wisconsin (CUW) and Ann Arbor (CUAA) campuses.

Our traditional fall term begins Aug. 24, 2020; pharmacy classes begin Aug. 17, and post-traditional terms will start on schedule. At present, we are also planning to open residence halls at that time, for students who wish to live on campus.

In order to do this, we need to carefully consider how to accommodate the health needs of our students, faculty, and staff—especially those who are at increased risk for the COVID-19 virus. This guide outlines necessary procedures to ensure your safe return to campus. It was developed in consultation with CUWAA Health Care professionals, including physicians, nurses, and public health experts. This guide will continue to be revised as information and understanding of COVID-19 evolves.

Four core values guided the development of this plan.

### VALUES FRAMEWORK



#### 1. Concordia values its students and employees first and foremost.

There is much we do not know about COVID-19. Because of this, we need to be cautious, while remaining calm. Our calling is to support and sustain the people God has gifted us to work with and for. This is our top priority.



#### 2. Concordia values its community.

We appreciate those with whom we live and work. Therefore, we choose to take steps to limit the spread of COVID-19 as an expression of whole-community care.



#### 3. Concordia values global citizenship and integrity.

We interact with thousands of students, faculty, and staff. By extension, this means we also “interact” with tens of thousands in the surrounding communities. A public health crisis requires a public health response, and we elect to do our part.



#### 4. Concordia values health and whole person wellness.

Mitigation response reduces the number of active COVID-19 cases, which in turn gives doctors, hospitals, police, schools, and vaccine manufacturers time to prepare and respond, without becoming overwhelmed. We will continue to make choices and adopt practices that err on the side of life, health, and wellness: mind, body, and spirit.

This plan is consistent with the recommendations detailed by: Guidance on Preparing Workplaces for COVID-19 (OSHA) as specified by the State of Michigan, Executive Order No. 2020-91.; State of Wisconsin Executive Order No. 36, and the general business guidelines established by the Wisconsin Economic Development Corporation (WEDC).

## An Uncommon Return: Students on Campus

Each of us at Concordia University is integral to this plan's success. Our goal is to continue providing our students with an uncommon education, while mitigating the potential for transmission of COVID-19.

**This plan will continue to evolve as we make decisions and implement plans for the 2020-2021 academic year.** Continue to check your university email frequently and visit the COVID-19 resource page, which is available on the university homepage.

We are resolute in our commitment to our mission, and will continue to educate you—mind, body, and spirit. At the same time, your health and wellness are the utmost priority. In order to balance and fulfill both of these values, the university acknowledges two contingencies related to teaching and learning this fall:

**Necessary precautions to discourage the spread of COVID-19** and mindfulness of individual health concerns will influence the delivery of face-to-face teaching and learning.

**If a widespread COVID-19 resurgence occurs,** the university will again consider the need to move all students, faculty, and staff to a remote learning environment to protect the health and well-being of all.

Concordia's Preparedness Plan follows Centers for Disease Control and Prevention (CDC) and current state and county governmental guidelines/standards/plans (Appendix A).

This plan addresses:

- General University Practices
- Academics
- Residence Halls
- Food Service
- Intercollegiate Athletics
- Co-curricular Events, Activities, and Recreational Spaces

It is our hope that the following strategies will ensure student safety, health, and wellness. A similar set of protocols has been determined for all faculty and staff. Working together as a community, we can do much to prevent the spread of COVID-19.

Your university leadership team continues to plan for your safety, as such this plan is evolving and we will update it regularly. We continue to study, and when appropriate will communicate and implement, all possible protocols to ensure your return to a safe and educationally fulfilling on-campus experience this fall.

## Informing and Educating Students about COVID-19

Before your return to campus, you will need to complete an online COVID-19 education module that covers the most current information from the CDC and other respected healthcare sources. All students will be required to complete this education program. The training will cover:

1. Campus infection-control practices, including physical distancing measures and environmental measures (such as enhanced cleaning and disinfection, plexiglass barriers, etc);
2. How to protect yourself and others through hand hygiene, respiratory etiquette, personal protective equipment (PPE), and cleaning/disinfecting practices;
3. Steps students must take to notify the University of any symptoms of COVID-19, a suspected exposure, or confirmed diagnosis of COVID-19.

On-campus signage, residence hall meetings, and verbal interaction will reinforce the content of this education module.



### Disease Prevention and Good Health Practices

CDC-recommended infection control practices will be followed everywhere on campus.

These practices include:

#### Hand sanitizing stations

Hand sanitizing stations (of at least 60% alcohol content) will be stationed liberally throughout campus.

#### Frequent cleaning and disinfecting

Areas such as the library and the fitness center, as well as all classrooms, labs, dining halls, residence halls, and all other spaces frequented by students will be regularly cleaned and disinfected. The university will provide disinfecting supplies and will regularly disinfect high-touch surfaces (e.g. door handles).

#### Handwashing

Students will be encouraged to wash their hands frequently for at least 20 seconds (as recommended by the CDC) and to maintain a physical distance of at least 6 feet when in classrooms, dining halls, hallways, the library, the fitness center, and other public spaces.

## Personal Protective Items and Use

The university will provide every student with one washable, reusable cloth facial covering/mask. Students may consider obtaining additional facial coverings. Homemade or commercially-manufactured masks are also acceptable.



## Respiratory Etiquette

All students and university employees will wear a facial covering/mask when in public spaces such as hallways, classrooms, and auditoriums where minimum social distancing (6 feet) cannot be managed. Students will be provided with a cloth, reusable mask on arrival to campus. Disposable face coverings/masks will be provided for campus guests; these are designed for one-time use and must be placed in the trash and replaced daily.

*Please note: The CDC recommends wearing cloth face coverings in public settings, especially in areas of community transmission. A cloth face covering does not generally protect the wearer from viruses, but it decreases the spread of viruses from the wearer to other people.*

Student services offices such as the cashier, financial aid, academic and career advisors, and registrar's office will continue serving students virtually as well as in-person. Students can utilize virtual services to minimize risk of exposure, or may choose to meet in person with a staff member while adhering to social-distancing guidelines and safe health practices.

## Screening and Testing

At this time, and consistent with the most recent guidance provided by the CDC to institutions of higher learning, the university is studying systems and practices for screening for the COVID-19 virus among members of the campus community. Guidance suggests smart screening is far more effective than mass testing to manage community health and well-being on campus. We will work closely with local public health departments as we consider the best practices for Concordia. As we make decisions, we will update this manual and communicate our plan with you.

## Before You Come Home to Concordia

We encourage all students to consider taking special precautions in the 14 days prior to your return to campus this fall. In particular, if you have been diagnosed with COVID-19, we ask that you not return to campus until you have been symptom free for 14 days. If you have been exposed to a known case of COVID-19, we also ask that you self-quarantine at home for a period of 14-days before you move into your residence hall or begin attending classes on campus. Students should be in close communication with the Office of Residence Life if they fit either of these scenarios or to discuss any questions about their safe return to campus.

## Safe-in-Class: Academic Plan

The faculty is excited to welcome you back to campus this fall! Your learning involves so much more than just the mechanics of taking classes and Concordia University remains committed to supplying you with an uncommon education. As we prepare for the next academic year, faculty are already at work developing and updating their courses. As always, our faculty apply sound educational practice and use evidence-based teaching methods so that you receive a creative, rigorous, dynamic Christian higher education, no matter the delivery modality.

In the 2020-2021 academic year, all undergraduate and graduate on-campus and center classes, labs, and studios will take place in-person whenever possible, supported by Blackboard and videoconference technology. Some courses will continue to meet face-to-face in a regular classroom setting. Other classes will blend in-person instruction with the professor with carefully-structured videoconference sessions. (Many of you have said you enjoyed the chance to interact with professors virtually, without the need to drive to campus.) And some courses will “flip,” with the professor delivering some material in a classroom and some material (e.g. a lecture or writing assignment) on Blackboard, using in-class time for more in-depth application of course material. Science and healthcare laboratories will likely need some modifications in order to maintain the health of both students and faculty members. Our faculty are already planning new and creative ways to deliver high-quality laboratory learning experiences for our students. We will communicate with you frequently and clearly so that you understand the style of course you are electing to take. Your success is our first priority.

Students who are scheduled for off-campus, experiential learning (e.g. clinicals, practicums, student teaching, internships, etc.) should contact their program directors for more specific information about plans for these learning experiences. Our external partners (hospitals, clinics, K12 schools, etc.) are developing their own plans and policies. These partners control when and how clinical placements will be reintroduced, so students will need to be flexible regarding their clinical placements. Concordia’s faculty are working with those off-campus sites to determine the best ways for students to return to these settings whenever possible. Some clinical learning experiences will be moved onto campus, wherever that is possible.

**University leadership and the faculty continue to study academic practices that will ensure consistency with all federal and state medical and health guidance and accreditation standards, while ensuring you receive an enriching and rewarding, distinctively Concordia learning experience in each and every class.** As we make new decisions, we will update this plan and communicate with you.



## Safe-at- (Campus) Home: Residence Life Plan

Concordia University is a community. For those of you who live on campus, Concordia is also your home. Our residence life staff are working hard to ensure your home is ready and waiting for you. We are committed to ensuring your physical, mental, and spiritual health and can't wait to welcome you home to Concordia.

We continue to study best practices for residence life. At this time, we do not anticipate setting occupancy limits. Rather, roommates and suitemates will be considered a "family unit," while residence hall floors will function as a close network. Smart screening protocols will be implemented to mitigate the risk of spread within residence halls. Cloth facial coverings will be required when in hallways and public spaces within residence halls. We will also implement the following practices:

### Arrival and Fall Move-in

A staggered move-in process will reduce campus traffic and help us maintain physical distancing during move-in. This protects you and your family members as you settle into your Concordia home. Residential students will receive an email by mid-July with instructions on scheduling a move-in time.

### Guests and Visitors

No outside visitors will be permitted in residence halls during the semester.

### Housekeeping and Disinfection

Housekeeping practices in residence halls will be increased. This includes cleaning and disinfecting communal restrooms, kitchens, and lounges. Housekeeping will continue to focus on disinfecting high-touch areas with an EPA-approved product per CDC guidelines. Disinfectant and disposable toweling will be made available so that students can self-disinfect their personal living areas as needed.

### If You Experience Symptoms of COVID-19

To protect the health and safety of all, students who exhibit symptoms of COVID-19 will be fully supported with special considerations involving academic, food, social connections, and housing (whether that is an isolated room on campus or returning home if feasible).

### Lounges, Common Spaces and Restrooms

Common spaces in the residences halls including kitchens, laundry rooms, hall lounges, and study rooms will have capacity limits and follow scheduled closures for cleaning. Cloth facial coverings will be worn by all individuals while in hallways, lounges, bathrooms, and other public spaces within residence halls.

Halls with common bathrooms will use physical barriers, the removal of service of sinks, toilets and showers to accomplish physical distancing. In addition, restrooms will follow scheduled closures for cleaning.

## Moving Safely Around Campus

No more than one person may enter an elevator at a time, so please use the stairs whenever possible. If you are using the elevator, wear your mask or face covering and avoid touching the elevator buttons with your exposed hand/fingers, if possible. Wash your hands or use hand sanitizer with at least 60% alcohol upon departing the elevator.

## Personal Protective Equipment (PPE)

At check-in, each resident student will receive a kit of basic PPEs and health screening items, along with clear instructions on how to best use them and what steps to follow if you feel ill or have a temperature. A cloth face covering will be provided. Students may also wear their own cloth face coverings. We are requiring face coverings be worn by all students, faculty, and staff in public spaces, such as hallways, classrooms, and auditoriums where minimum social distancing (6 feet) cannot be assured.

Students are encouraged to not share personal items that are difficult to clean, which may include electronic devices, books, pens, and other learning aids.

## Food Service

Our partners at Sodexo are planning a safe (and delicious) dining experience for you on campus this fall. Dining services will be up and running and meal plans will be available.



## Dining Etiquette

Only students with a university meal plan will be allowed to use the dining hall. Seating will be arranged to allow for necessary social distance. Hours of service will be adjusted to reduce the volume of students dining at any given time.

Buffet and self-service style options will be replaced with pre-plated and pre-packaged delivery. Instead of dining in, students will be able to order their meal and pick up to-go options instead of dining in.

Students will use disposable food service items as possible. Reusable items (plates, cups, etc.) will be properly washed and sanitized after every use.

We'll incorporate some physical (Plexiglas) barriers in dining halls, and our staff will clean tables, chairs, and high-touch surfaces between uses. We will also expect students to follow social-distancing guidelines when ordering and waiting for food, and when disposing of trays and dishes.

Your Sodexo staff will wear PPE to ensure your safety.





## Safe-at-Play

### Intercollegiate Athletics

The Athletic Department continues to work hard to prepare for fall and winter athletic practices and games. We are committed to ensuring that our athletes are as safe as possible. We continue to receive and study guidance from athletic conferences, as well as federal and state medical/health officials for the return of intercollegiate athletics. As we make new decisions and implement new plans, we will update this document and communicate with you.

As of June 1, 2020 these protocols will guide campus athletics:

1. All student athletes, coaches, trainers, and other athletic staff will receive additional education and training on safety and minimizing risk of infection. This training will be delivered upon your return to campus.
2. Each student athlete will be screened for infection each day during their sport's season; anyone showing symptoms will be isolated in order to protect teammates and staff.
3. Each student athlete and athletic staff member is expected to follow University standards and protocols for proper hygiene, including washing hands and using appropriate PPE.
4. Housekeeping will clean and disinfect all locker rooms, weight rooms, and other athletic facilities following CDC guidelines.
5. Where appropriate, team meetings will take place virtually (through Zoom).
6. Practices and games will adhere to controls for physical distancing; this may include limiting the number of spectators. Protocols for team travel will also follow guidelines of COVID-19 prevention and social distancing.

### Co-curricular Events, Activities and Recreational Spaces

Co-curricular programming is integral to the Concordia experience. We are eager to provide the full slate of campus traditions this fall, as well as new opportunities, but we will utilize some modifications to ensure everyone's safety.

Major on-campus events such as Fall Welcome Weekend will continue in a safer format, which includes smaller group sizes to allow for physical distancing. We will also provide parts of the weekend in a virtual format.

Other university events, campus ministry, performing and visual arts, student clubs and organizations, and other campus activities will follow similar protocols for smaller group sizes, using virtual resources, and ensuring proper cleaning pre and post-events.

Recreational spaces that include the Student Union will be limited to the number of students allowed in at any given time to allow for physical distancing. These spaces will also be closed at scheduled times for daily cleaning.



# APPENDIX A



## Appendix A

### General

#### **CDC Coronavirus (COVID-19)**

[www.cdc.gov/coronavirus/2019-nCoV](http://www.cdc.gov/coronavirus/2019-nCoV)

#### **Michigan.gov MI Safe Start Plan**

<https://wedc.org/reopen-guidelines/>

#### **Health Department Washtenaw County, MI**

<https://www.washtenaw.org/3104/What-to-do-if-Youre-Sick-Testing>

#### **Washington Ozaukee Public Health Department Blueprint for Reopening**

<http://www.washozwi.gov/Services/Communicable-Disease/Blueprint-FAQ>

#### **WI Economic Development Corporation (WEDC)**

<https://wedc.org/reopen-guidelines/>

### Businesses

#### **CDC Resources for businesses and employers**

[www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html)

#### **CDC General business frequently asked questions**

[www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html](http://www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html)

#### **Federal OSHA**

[www.osha.gov](http://www.osha.gov)

### Handwashing

[www.cdc.gov/handwashing/when-how-handwashing.html](http://www.cdc.gov/handwashing/when-how-handwashing.html)

[www.cdc.gov/handwashing](http://www.cdc.gov/handwashing)

### Respiratory etiquette: Cover your cough or sneeze

[www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html](http://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html)

[www.cdc.gov/healthywater/hygiene/etiquette/coughing\\_sneezing.html](http://www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html)

### Social distancing

[www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)

### Housekeeping

[www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html](http://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html)

[www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html](http://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html)

[www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2](http://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2)

[www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html)

### Employees exhibiting signs and symptoms of COVID-19

[www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html](http://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html)

### Training

[www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html)

[www.osha.gov/Publications/OSHA3990.pdf](http://www.osha.gov/Publications/OSHA3990.pdf)