

## Governance Retreat

10 August 2020

### University Updates/Q&A

- **President Dorman: University Updates**

- Some wish not having F2F meeting, but we have a USG directive. We are following GPH and CDC recommendations; we are opening as safe as we can under the guidance given to us.
- 80% of fall courses are F2F; the remaining courses are hybrid and online.
- Move-in day had no Cat Crew.
- Facing 10% budget cut, undergrad enrollment down a bit, but increase in grad enrollment. We don't know the effect, and we ask all to conserve resources this year—limited travel and freeze on non-instructional hiring.
- Voluntary separation program: accelerated retirement effective Oct 1, lump sum of 1/3 payment.
- The Integrated Science Building will open toward end of academic year.
- Received funding for Interpretive Center out of Andalusia.
- There's new signage on the northeast quadrant of campus.
- Maxwell Student Union will be refreshed.
- There's work on the crosswalk at Montgomery and Liberty.
- GDOT is working on the West Campus entrance.
- We completed our \$30 million Comprehensive Campaign in June.
- There are tents outside Centennial Center and the main campus area. There are chairs on patios and porches for classes or meetings outside. These spaces are not specifically programmed for classes.
- We have a new Honors College, a new Rural Studies Institute, and a new Andalusia Institute.
- We will hire a faculty success coordinator to help to highlight good things faculty doing and bring us national attention.
- Face masks are mandatory. This is not a public safety issue but is rather a student disciplinary issue.

- **President Dorman: Q&A**

- Question: It was only a month ago that USG and GC administration would not allow a mask requirement in the classroom and now you are complicit in forcing faculty to be in classroom. There is a feeling of betrayal among faculty. At what point did USG no longer care about faculty welfare? Answer: I think USG is concerned about faculty welfare. We are all learning about the disease as we go forward. I would not use word complicit, but we have to follow USG guidelines. I am trying my best to create a health and safety environment health for everyone using work guidelines, given authority and permission to require facemasks. It is not true that I don't care about your health. I am open to hearing other suggestions for safety.
- Question: My questions are specific to students who, in spite of their documented health issues, have been denied the opportunity to take their classes online. What, exactly, is the appeals process if a student's request for online learning is denied? Are

student accommodation requests due to their documented health concerns routinely being met with "extra space" and "tardy/leave early" accommodations, only? Who, exactly (names and roles) is making these decisions? Answer: A panel of academics, including from the world of health, is granting appropriate accommodations. There is no appeal, as this is an ADA issue. Follow up: That is not a satisfactory answer. I have seen two student accommodations letters, which include accommodations of academic space, accommodations of coming to class tardy and leaving early, and accommodations to borrow additional PPE from the Library, but the Library says they do not have the PPE. This is all deeply suspect. Answer (Provost Spirou): There have been about 15 requests from students. You're making the assumption that students have submitted health documents. We let health professionals make the assessment. It is possible that students have to provide additional info. Follow Up: This will cause students to drop out. Answer (President Dorman): The Library may not have PPE now, but they will get it. Answer (Provost Spirou): Face shields and individual dividers will arrive soon.

- Question: How will the university notify students, faculty, staff of COVID-19 positive cases on campus? Specifically, what is the protocol for contact tracing? Will students notify their own faculty or will faculty receive official documentation from the university? In addition, will positive cases be reported to people's permanent address—county--or to Baldwin County? Are faculty allowed to request a proof of negative test results (e.g., a copy of a note that states that it is negative) from our students? Answer: Student Health is working with Public Health on contact tracing, although they will need a lot of help from us on student scheduling. Student health will determine when students able to return to class. On the question of whether numbers will count for Baldwin County or not, we are keeping our own tally. I am not sure how these will be reported out. Answer (Dean of Students, Tom Miles): Most students report to Student Health Service, who pushes the report to the Dean of Students, who notifies as necessary but without violating HIPAA (for instance, custodians clean classroom). I am the campus COVID investigator, I get class rolls and send them to public health.

- **Provost Spirou: University Updates**

- Implementation of the new USG general education program will probably be 2023.
- Thank you all for shifting to online instruction in the spring.
- In June, work groups put together our Reopening Plan. We are moving forward with social distancing and other mitigation strategies.
- Reflecting on 2008-09, the current situation is more difficult because it is not about financial implementations for our institution but rather how to teach and deliver classes. We need to think about what the situation means for the Georgia College Brand.
- Updates on numerous administrator positions
- The Honors House is ready.
- The Andalusia Institute and Rural Studies Institute are open.
- A few weeks ago, Georgia College was recognized as a finalist for the Council on Undergraduate Research (CUR) award for the top undergraduate research program in the country. Faculty are working feverously to submit the final report which is due on September 15<sup>th</sup>.

- The new Faculty Success Coordinator will showcase strengths of faculty, reputation, and brand of the university.
- CTL is assisting faculty during the challenging times.
- USG is creating a new program approval process.
- Convocation is tomorrow. GC Reads will be both virtual and F2F with social distancing.
- We will soon launch a search for Senior VP for Enrollment Management, chaired by Susan Kerr.
- Please distribute the COVID-19 syllabus statement in your courses.
- Library hours are M-R 7:30-10:00 to allow thorough cleaning nightly, Friday 7:30-6:00, Saturday 10:00-6:00, and Sun 12:00-10:00.
- **Provost Spirou: Q&A**
  - Question: Can the COVID statement be added to required syllabi statement online?  
Answer: It should be there.
  - Question: Please keep in mind that faculty and students in large courses will need ample sanitation equipment and logistical support. My department will be offering numerous in-person sections of 70 students. Answer: If someone sees something that has not taken place, or needs adjusting, please reach out to me. Communication is critical, it allows us to develop collaborative approach. Follow up: Is the message of Elected Faculty Senators, see something, say something. Answer: Work with the department chair, or if the issue is so extreme that I need to know ASAP, contact me.
  - Question: How will information about positive cases be communicated when currently it is being kept from press? Answer (President Dorman): Omar Odeh (Director of Communication) is working with Qiana Wilson (General Counsel) to develop a reporting website that maintains privacy. Follow up: How many people have tested positive? Answer (President Dorman): Since our institution is so small and privacy is a concern, Qiana Wilson (General Counsel) has advised that we use FOIA requests. We have no desire to not be transparent, we desire to protect people's personal information. We are developing a website that informs the community about the number of cases while protecting personal information. In the meantime, ask Qiana Wilson for help filing a freedom of information request.

### **Questions from the chat box during the 2020 University Senate Governance Retreat**

**from christina smith1 to everyone: 9:19 AM**

How will the university notify students/faculty/staff of COVID-19 positive cases on campus? Specifically, what is the protocol for contact tracing? Will students notify their own faculty or will faculty receive official documentation from the university?

Contact tracing is done by the Department of Public Health (DPH). They will be notifying persons under suspicion (PUI) or positive cases. Students are being asked to input their information into a Maxient form. That form will generate a letter to housing (if appropriate), academic advising, Dean of Students, and Student Health. Student Health will then provide information to DPH.

From an HR perspective, we are only notifying the supervisor of the tentative return to work date or the clearance to continue working as stated in the [Decision Path](#). HR will then provide information about local testing sites, leave options, GDPH return to work requirements, and the tentative return to work date (when applicable), as well as plan to resume working such as teleworking, if applicable.

We are working on a link to add to HR's follow-up email that provides employees an opportunity to provide as much information as they are comfortable with. They can disclose if they were in meetings, who was present, what classes/sections they taught, etc. HR would take this completed form, send it over to Student Health Services, which would then be included in the report to GDPH. GDPH is responsible for contact tracing.

**from leng ling to everyone: 9:23 AM**

For students in hyflex or staggered class (say, Monday and Wed class), they are supposed to show up in classroom every one week. But what if they just participate online only? Is it a violation of attendance policy?

All staggered classrooms are equipped with cameras so that students can synchronously attend class. With that, there are no attendance violations.

**from jamie addy to everyone: 9:23 AM**

Hi everyone, there are several librarians here. we currently do not have PPE on hand to accommodate these requests.

The shields are available at the library and were delivered this morning. The portable barriers are expected to be there by Wednesday or Thursday using expedited shipping.

**from christina smith1 to everyone: 9:23 AM**

In addition, will positive cases be reported to people's permanent address -- county or to Baldwin County?

DPH's response: "It depends on what address is supplied to us at the time of report. We would prefer them be counted as Baldwin cases as it is most likely that their illness originated here as schools begin to open. However most students, when seeing private care or urgent care, tend to supply their parents' home address rather than the address of the dormitory or apartment they may be residing in while attending school."

**from olha osobov to everyone: 9:26 AM**

Are faculty allowed to request a proof of negative test results (e.g., a copy of a note that states that it is negative) from our students?

A Maxient form will be generated and sent to faculty members confirming the student's return to class date.

**from Dana Gorzelany-Mostak to everyone: 9:27 AM**

Dr. Dorman, you mention that a student's refusal to wear a mask is an issue for academic affairs not public safety. What is the process for reporting student non-compliance with mask policy. Are we to issue a certain number of warnings first?

Provost Spirou sent an email clarifying this on August 10, 2020 at approximately 8:33 am via the faculty listserv.

**from jamie addy to everyone: 9:30 AM**

Hello again, just to reiterate that if the library is expected to provide PPE to students seeking accommodations, we need it ASAP to process and find a way to sterilize for safe circulation

Please see the response above at the 9:23 am timestamp.

**from Sabrina to everyone: 9:31 AM**

You say that HR/GC will track covid cases on campus. Will these numbers be made public?

Please see the response below to Alex Blazer's question (9:31 AM timestamp).

**from Alex Blazer to everyone: 9:31 AM**

How many students have tested positive so far? How many employees? Did GCSU cooperate with the New York Times's survey of coronavirus cases on college campuses? Did GCSU tell the Baldwin Bulletin to file an open records request to learn how many students and employees have tested positive? Can GCSU be transparent about public health and publicly share a dashboard of faculty, staff, and students who have tested positive for COVID-19, similar to Georgia Tech's in which no names or other private information is used (<https://health.gatech.edu/coronavirus/health-alerts>)?

When we received requests from the New York Times and the Baldwin Bulletin, we explained to them how to retrieve this information according to the protocol currently in place. University Communications is currently working with our Legal Affairs department to create a website with a COVID-19 data dashboard for our campus. We are working to develop an internal protocol that does not disclose any identifiable information, given the smaller size of our campus. We hope to have a website available to our campus community and the public very soon with daily updates.

**from Alex Blazer to everyone: 9:33 AM**

According to the latest GEMA COVID-19 situation report (<https://gema.georgia.gov/emergencies-0/coronavirus>), there are no critical care hospital beds

in our 17-county region. If a student or instructor gets so sick that they need a critical care hospital bed, where will they go? Does the lack of critical care hospital beds in the 17-county radius factor into whether the dorms remain open and classes remain in person?

Persons who are in need of critical care are encouraged to visit their local emergency facility. Their need for care will be assessed at that time. The hospital will make arrangements for appropriate care. Regarding the status of the university, Georgia College will follow the directives of the USG.

**from james schiffman to everyone: 9:35 AM**

Will we get a running total of the number of students, faculty and staff who have tested positive for COVID at any given time? Or perhaps daily or weekly? I think it's important for everyone to have this data.

See above response to Alex Blazer's question on this topic.

**from Alex Blazer to everyone: 9:37 AM**

The White House Coronavirus Task Force report recommends that the State of Georgia ask every citizen to limit social gatherings to 10 people (<https://int.nyt.com/data/documenttools/states-report-virus-response-july-26/e241189157b34378/full.pdf>). Should instructors of face-to-face classes with 9 or more students follow the White House recommendation? Why or why not?

Our reopening plans for fall have been approved by the USG, which is following guidance from the CDC and the GDPH.

**from Alex Blazer to everyone: 9:38 AM**

Page 173 of the Reopening Plan states that, following state guidance, occupancy in various dining facilities will be reduced to between 33% and 50%, depending on the venue. The White House Coronavirus Task Force recommends limiting indoor dining to less than 25% occupancy. Are there plans to update the Reopening Plan based upon more current recommendations due to community spread?

The reconfiguration of our dining facilities is intended to comply with CDC guidelines regarding people density and spatial separation. In addition, we are deploying other ways to provide dining services, including to-go boxes to further minimize in-person traffic in our facilities and avoiding self-serve stations where frequent touching might be problematic.

**from Bryan Marshall to everyone: 9:46 AM**

can the provost office add the covid statement to the common syllabus statements online

The Office of the Registrar should already have this statement available and has been communicated in several ways, including prior emails, and in the recent issue of the Provost Notes.

**from Claire Sanders to everyone: 9:46 AM**

Please keep in mind that faculty and students in large courses will need ample sanitation equipment and logistical support. My department will be offering numerous in-person sections of 70 students.

Rooms will be cleaned daily by facilities management, and sufficient supplies will be provided for faculty and students to clean additionally as desired. To be clear, there are 7 courses with over 70 students out of 1,916 sections.

**from Susan Kerr to everyone: 9:51 AM**

If you have a technical issue, please pick up the phone in the classroom (or if you are in a space that doesn't have a phone, put the Serve Help Desk number in your phone), and give us a call. We'll get to your classroom as quickly as possible to provide assistance.

**from Claire Sanders to everyone: 9:51 AM**

Thanks so much. I will forward what has already been communicated to my chair and dean.

**from olha osobov to everyone: 9:52 AM**

I do not see your email about masks. When was it sent?

This email was sent on August 10, 2020 at 8:33 am to the Faculty list serve.

**from Damian Francis to everyone: 9:58 AM**

For issues of transparency and providing students with the enough information to make personal decisions, the data sent to Baldwin County DPH should be made available daily at a public location.

Please see the response above to Alex Blazer where we mention the creation of a dashboard online with current statistics for our campus.

**Additional Questions:**

1. If a student gets sick in class and is tested for covid do we wait until the results come back to quarantine ourselves? Or wait until we hear back from HR? This is one situation that's driving me crazy. We could have been exposed and will be spreading until we hear back making more people sick.

All employees are asked to follow the [decision path](#) that is posted on the HR intranet and has been shared via FrontPage multiple times. If someone is sick or knows they have been exposed,

they should notify their supervisor and not come to work. Their supervisor then notifies HR and provides the name and a contact number. HR will reach out to the employee and discuss next steps. If the employees think they may have been exposed, they should contact Rhonda Dixon in Student Health Services.

2. If we contract it at school and cannot work for the rest of the semester do we still get paid or are we just not compensated and told bad luck.

Employees who qualify are eligible for FFCRA Leave options. This is discussed when HR speaks with the employee.

3. If faculty is sick and cannot teach does someone else take over the class? Do they get compensated?

HR will work with deans department chairs to ensure teaching continuity for courses. Regarding compensation, each individual circumstance is different. Therefore, HR will assess the situation with each individual and provide relevant options.