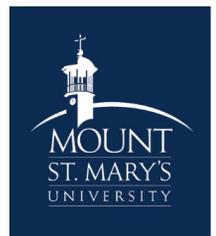




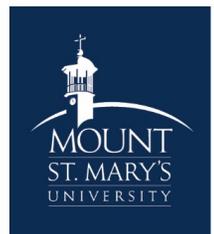
Virtual Town Hall for Mount Employees

AUGUST 6, 2020



Key Topics

- Overview of Current Operations
- Finances and Physical Plant
- Enrollment
- University Efforts for Diversity, Equity and Inclusion
- Maryland Status for COVID-19
- Fall Semester Planning:
 - Mount Safe Initiative
 - Return to Campus Plans for Employees & Students
 - Highlights of Changes in Key Areas



Select Current Operations

- Orientation: We ran 10 days of small-scale new student orientations with two sessions per day. Total number of new students who attended was close to 600.
- On campus admissions visits for small groups (~10 people) ongoing in the PAC and outdoors, in addition to virtual recruiting programs.
- Commencements: We held four small-scale commencement ceremonies between July 29 – Aug 5.
- Mount 101 Bridge Program is ongoing for 35 freshmen
- Jenzabar One (J1) system: bringing the updated student and academic management IT system online now (18-month effort). I understand there are some challenges but we will continue to work to resolve them.
- Faculty are completing training for new classroom technology.
- Seminary is deep into developing their new Strategic Plan with the Center for Catholic School Excellence and our School of Education leaders.



Finances

- FY 20 closeout and FY21 budget:
 - Ended FY20 on June 30 a bit better than expected after losses due to the pandemic, such as return of room & board and loss of outside group revenue. Reduced spending on operations and supplies, along with the temporary compensation reductions helped a lot. Thanks for being careful in spending and to those impacted by the compensation reductions.
 - Still working the FY21 budget due to uncertainties in incoming tuition revenue as families are needing more financial aid and enrollment numbers are still firming up. Please remain patient and plan to start the year being conservative in spending. We restored compensation levels on July 1.
- COVID-19 Mitigation Costs:
 - Considerable spending for technology, PPE, dining alterations, testing and physical distancing enhancements.
 - Current cost is approaching \$2M; we are using some *Forward!* Campaign funding, Aramark is funding much of the dining changes and we are seeking some outside grant funding from FEMA and others to offset some expenses.



Physical Plant

- Building a four-season pavilion behind Delaplaine Fine Arts Center to expand dining and provide another activity gathering space for the future; expect completion end of Sept.
- Placing a Digital Sign at our main entrance by public safety for visitor information. Did some minor renovation to the Public Safety building.
- Starting construction of the Rooney tennis courts by Waldron Stadium with *Forward!* funding.
- Installing ADA access to Purcell Hall and outfitting it for eSports Team.
- Borders Learning Center saw the shift of the art studio to the Annex with the vacated space remodeled for additional offices, and work space for Learning Services.
- All residence hall rooms in Pangborn, Sheridan and 4th floor of Bradley now have A/C.
- Received MICUA endorsement to compete for a \$2M state capital grant in FY22 to expand COAD Science building by ~10K square feet. We already have the \$2.1M match for the project from *Forward!*



Total Enrollment

	<u>9/15/16</u>	<u>9/15/17</u>	<u>9/14/18</u>	<u>9/13/19</u>	<u>9/11/20</u> (projected)
Total Graduate + Undergraduate (FTE)	2,012	2,131	2,209	2,166	2,265
FT Total Undergraduate	1,566	1,648	1,693	1,702	1,890 (includes ~190 remote)
Freshman Enrollment	417	524	548	513 +8 H.S.	638 +11 H.S.
1st Yr. Retention	75%	76%	74%	79%	Currently 83% (a few weeks to go)
Frederick Credit Hours	9,510 FY17	9,688 FY18	10,130 FY19	9,906 FY20 (projected)	9,528 FY21 (Projected)
Seminary	115	145	155	152	160
Freshman Academic Quality	SAT 1059	SAT 1084 [^]	SAT 1104	GPA 3.48	GPA 3.51*

[^]New SAT introduced in 2016-17

*Switched to test-optional for Fall

University Task Force for Diversity, Equity & Inclusion Efforts

As a continued effort from February after the Pangborn incident, and the rightful renewed calls to address the centuries of racial injustices in our country sparked by the death of George Floyd, we are creating a university task force to engage in a holistic review and discussion of means we can undertake to address racism that some in our campus community face both on campus and in our surrounding communities.

Our campus will be a challenging environment in many ways this year:

- Students are energized to speak up, seek out injustice, and demand change.
- This fall we will be in the throes of what will likely be a very contentious and divisive national election.
- We need to be prepared to meet students where they are and help them process their experiences.

We need a whole of Mount effort to lean into this, so I am creating a Task Force consisting of faculty and staff from across the campus led by Dr. Paula Whetsel-Ribeau, Dr. Michael Driscoll and Dr. Layton Field.



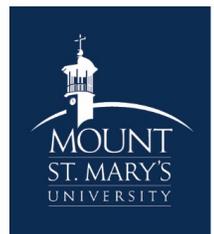
University Task Force for Diversity, Equity & Inclusion Efforts

Guiding principles:

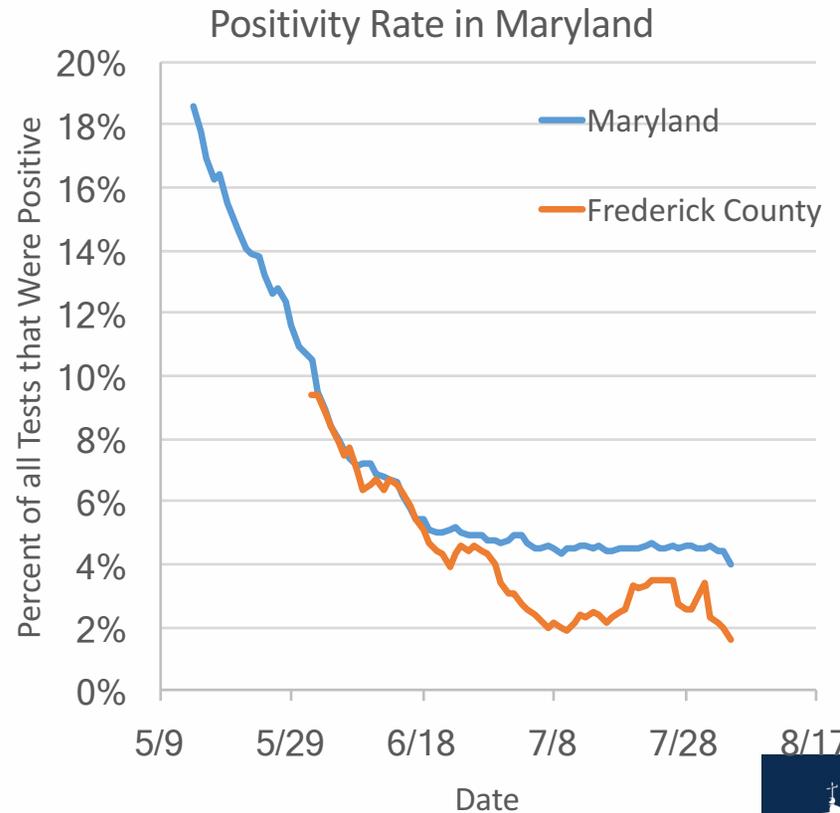
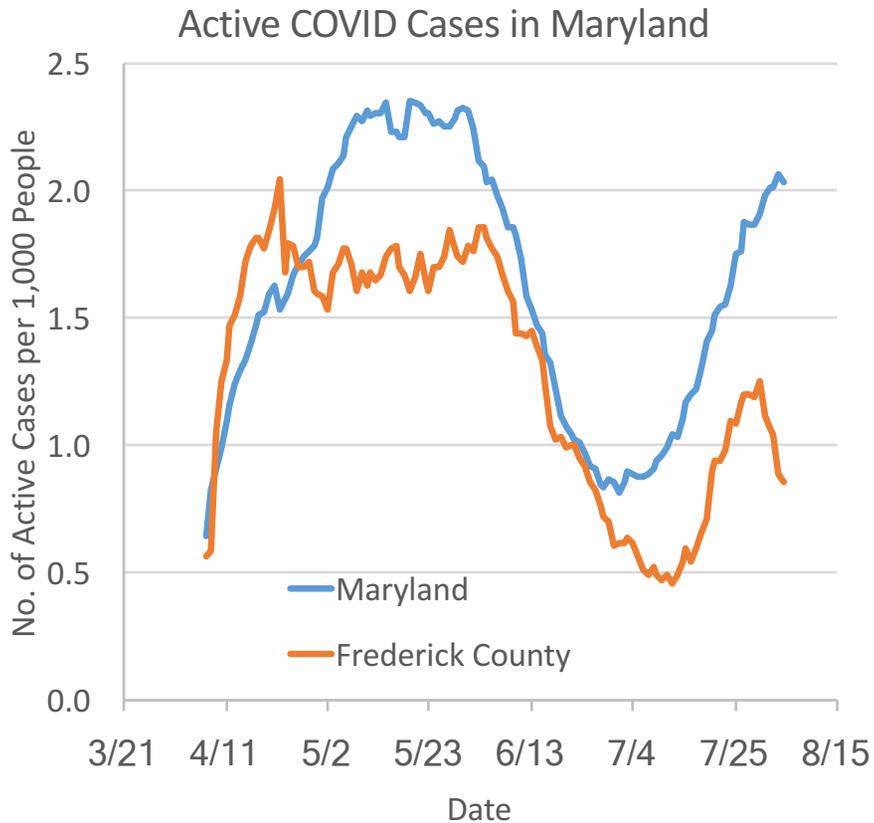
- We will acknowledge and accept that some students and employees face forms of racism at the Mount and in the surrounding communities.
- We will be guided by Catholic Social Teaching principles in our efforts emphasizing the inherent and God-given dignity of each person as a child of God deserving of respect.
- We will listen and dialogue with each other demonstrating empathy and compassion as we seek to learn from the experiences of people of color.
- We will develop tangible and timely recommendations to improve the experience of people of color at the Mount so that all our students are provided the opportunity to truly develop their path to leading a life of significance in service to God and others.

Working Groups:

- Self-development, and training, education and awareness
 - Campus climate
 - Dealing with Trauma and healing from racism
 - Institutional Racism
 - Interacting with our surrounding communities
- Prevention of and Responding to Incidents of Racism on campus
 - Physically representing the diversity of human experience on campus
 - Providing a more inclusive perspective of the human condition in our curriculum
 - Diversity of our Workforce
 - Analysis of data



Current COVID Status – Maryland is Relatively Safe



Current COVID Status in Maryland

Travel Advisory issued by GOV Hogan:

If you have traveled recently to a state with a testing positivity rate above 10%*, you must:

Self-report via email to humanresources@msmary.edu

Do not report to work on campus (telework if possible)

It is safe to return to campus:

After 14 days if you remain symptom free or

You get tested and self-quarantine at home until a negative test result is received.

*Currently those states are Florida, Texas, Georgia, Louisiana, Arizona, Alabama, South Carolina, Idaho and Nebraska. Note that travel to Virginia is exempt.

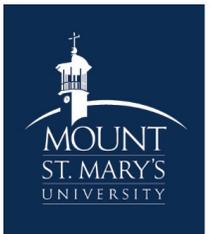
CDC's listing of state testing positivity rates: <https://www.cdc.gov/covid-data-tracker/index.html#testing>.





Planning for the Fall 2020 Semester

OUR PURPOSE: PREPARE TO TEACH CLASSES IN FALL 2020 AND DELIVER ON OUR MOUNT MISSION WITHIN THE GUIDELINES OF PUBLIC HEALTH REQUIREMENTS WHILE AT THE SAME TIME KEEPING STUDENT SUCCESS AND THE HEALTH AND SAFETY OF OUR COMMUNITY AS OUR HIGHEST PRIORITIES.



Our Guiding Principles in Planning

- First and foremost is the **health and safety** of our community. Decisions will be informed by guidance from federal and state public health authorities.
- We will emphasize **student success** as we fulfill our Mount mission.
- We will be **flexible in responding** to the uncertainty caused by this pandemic. We have demonstrated this principle as we moved quickly to remote instruction this semester and we will continue responding with innovative solutions to tough problems.
- We will treat our students and employees with respect **emphasizing empathy and compassion** as they resocialize physically into the Mount community as we know this pandemic has seriously impacted some in our community more than others. We are committed to helping our community members in keeping with the traditions of Catholic social justice.
- We will **steward our financial resources** to ensure the university's strength and stability for the long term. Our decisions must consider the future as well as the present so we are positioned to enjoy another 212 years.



Mount Safe Initiative Organization

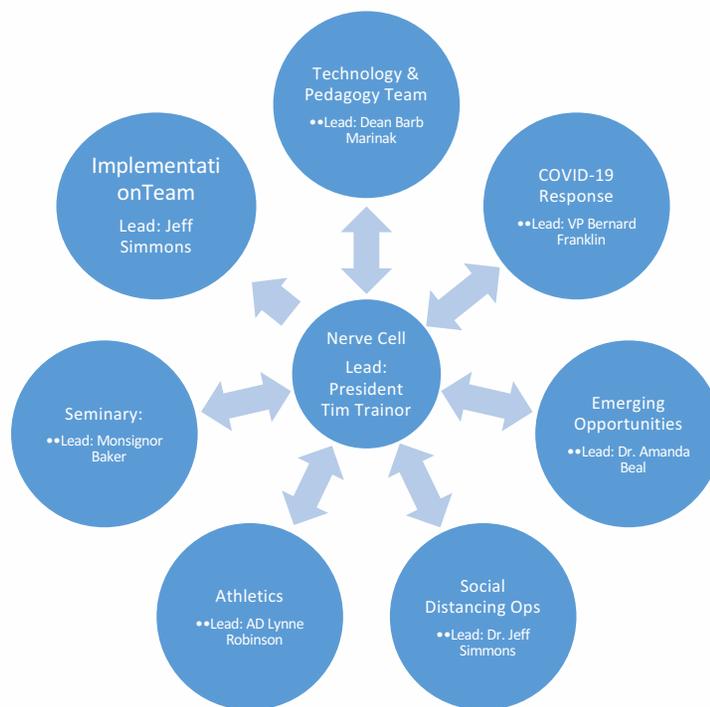
A Big Mount Thank You to all of these people!

Nerve Cell Members:

Tim Trainor - Leader
 Boyd Creasman
 Bill Davies
 Kraig Sheetz
 Pauline Engelstatter
 Patti Kreke, Chair, FGC

Social Distancing Members:

Jeffrey Simmons, Leader
 Alice Creasman
 Christine McCauslin
 Don Butt
 Levi Esses
 Tim Fritz
 Ernest Solar
 Neil Yost
 Andi Overton
 Msgr. Anthony Frontiero
 Kim Klabe



Tech & Pedagogy Members:

Barb Marinak, Leader
 Laura Frazier
 Sara Laird
 Greg Murry
 David King
 Rosie Bolen
 David Karn

COVID-19 Response Members:

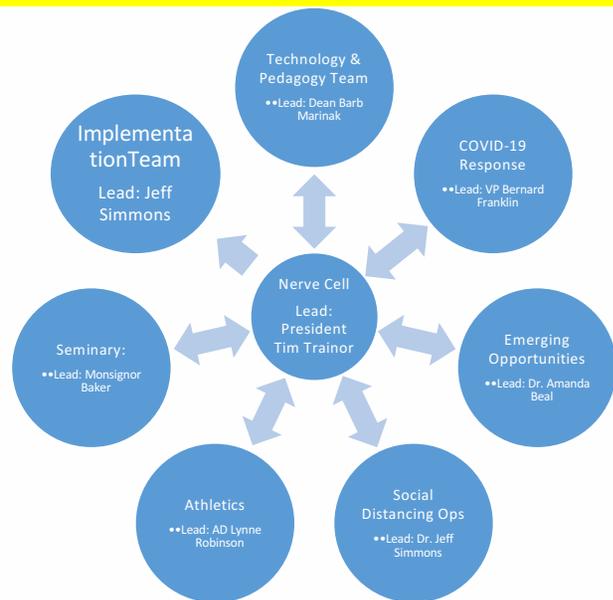
Bernard Franklin, Leader
 Corinne Farnetti
 Kristin Hurley
 Maureen Plant
 Mike Turner
 Denise Ditch
 Todd Otis
 Risa McElroy
 Will Wood



Planning Organization A Big Mount Thank You to all of these people!

Athletics Members:

Lynne Robinson, Leader
 Jay Phillips
 Jay Myles
 Mindy Korol
 Mark Myers
 Bryan Cunningham
 Anna Negro
 Dan Engelstad
 Maria Marchesano
 Doug White
 Justine Miller
 Mark Vandergrift
 Kevin Robinson, Jr.



Implementation Members:

Jeff Simmons, Leader
 Todd Otis
 Will Wood
 Doug White
 Paula Smaldone
 Susie Nield
 Levi Esses
 Dawn Walsh
 Howard Williams
 Nick Hutchings
 Risa McElroy
 Donna Klinger
 Kristin Hurley
 Maureen Plant

Emerging Opportunities Members:

Amanda Beal, Leader
 Jen Staiger
 Dana Ward
 Alejandro Canadas
 Charles Strauss
 Bob Brennan
 Eric Danielson

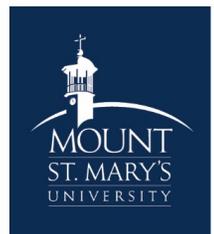
Seminary Members:

Msgr. Andrew Baker, Leader
 Msgr. Anthony Frontiero
 Msgr. Michael Heintz
 Msgr. McLean Cummings
 Fr. John Trigilio
 Fr. Lee Gross
 Dr. William Bales



Five Basic Layers of Protection in Risk Reduction Efforts

1. Face Coverings
2. Physical Distancing
3. Handwashing
4. Self-Quarantine when needed informed by:
 - Daily Health Attestation (online) for both employees and students
 - Testing and Contact Tracing
5. Limiting Exposure by:
 - minimizing size of groups
 - adhering to posted occupancy limits
 - using virtual means of communication over in person as much as possible



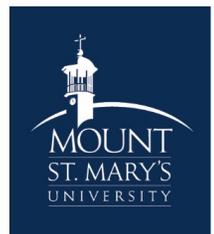
Return to Campus Plan

Protecting the health of the Mount community will require long-term effort and commitment, cooperation, teamwork and understanding.

The Return to Campus Plan will continue to *evolve*:

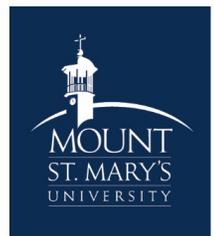
- Based on public health guidance
- Federal, state and local government regulations
- Informed by the work of our Mount Safe Teams, they continue to make informed recommendations to our protocols and procedures

Much effort has gone into the assessment and preparation of our facilities, offices and classrooms to ensure physical separation, the establishment of a uniform system of visual cues such as signs and floor decals to reinforce safe traffic patterns, cleaning protocols and enhanced ventilation measures among other actions.



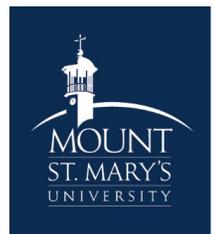
Return to Campus Plan – a few items specific to employees

- Now in Phase 3 of 3 phases in the published plan.
- We have developed both flexible workplace accommodations and flexible staffing options in many departments across campus.
- We are publishing weekly updates to the community on the Mount Safe Initiative work and posting short ‘snapshot’ documents on our Return to the Mount webpage
- We need all employees to do the following (previously sent by HR):
 - Sign the Social Responsibility Pledge – it will take all of us to create a culture that sustains a healthy and safe on-campus environment.
 - Take online training for personal safety practices – face masks, handwashing, social distancing, etc.
 - Do the Daily Health Attestation to include temperature check through Workday



Return to Campus Plan – a few items specific to employees

- We are *strongly encouraging* all employees (full-time and part-time) to be tested before the semester begins.
 - Any essential employees or employees who have returned to campus in Phases I or II of the Return to Campus Plan who have already been tested may submit their test results to Human Resources provided that they have continued to complete their Daily Health Attestation when coming on campus.
 - We have worked with Frederick Health to provide on-site testing for our workforce next week. Employees can sign up for a time convenient to them through an on-line survey. Testing times have been scheduled as follows:
 - Monday – Friday 10 a.m. to 2 p.m.
 - These detail were sent out this afternoon and HR will send out a sign-up sheet soon.
 - Frederick campus employees will be tested near their location



Return to Campus Plan – a few items specific to students and seminarians

- All students and seminarians who will be on campus this fall, full and part-time, residential and commuter, are required to:
 - Complete the Student Community Care Agreement (this is more extensive than the employee pledge) ;
 - Pre-arrival testing for COVID-19 (not available in some parts of the country);
 - Complete online COVID-19 training videos to ensure their understanding of the virus and their knowledge of university procedures and protocols.

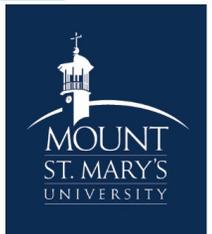
- All students and seminarians will be tested for COVID-19 once on main campus by Frederick Health. (This excludes students taking courses only on our Frederick campus or remotely.)
 - Residential first-year students will sign up for a move-in time on August 12 & 13.
 - Returning residential students will sign up for a move-in time on August 15 & 16.
 - Emmitsburg campus graduate & commuter students will come to campus on August 17-19 and get COVID-19 testing before their 1st class.
 - Seminarians will arrive between 7 – 12 August and will be tested.



Return to Campus Plan – a few items specific to students and seminarians

- Move-in restrictions will be strictly enforced and managed for social distancing. Students and family helpers will complete the health survey and have their temperatures checked.
- Residential students will receive a Personal Care Kit with a thermometer, facemask and hand sanitizer.
- Students and Seminarians will also do a Daily Health Survey online once on campus. Responses will be managed appropriately by the Student Life team.

<https://inside.msmary.edu/return-to-the-mount/student-return-to-campus-guide/campus-arrival-protocols.html>



Fall Semester Planning – Academics

- Fall schedule reminder: classes starting Aug. 17. No Labor Day or Fall Break; finish classes on Nov 20. Final exams will occur remotely after Thanksgiving
- Classrooms – set up for social distancing, including 6-8 feet between teachers and students
- Classroom electrostatically disinfected daily
- Signs will designate traffic flow in hallways and stairwells
- Safe Team on Technology and Pedagogy has drafted behavioral protocols.



Making the Classrooms Safe

- Seats have been decommissioned based on social distancing maximums, with red dots placed on these seats.
- The remaining chairs have been numbered, and students should sit only on the numbered chairs.
- A “professor zone” is taped off at the front of each classroom, to help maintain proper social distancing.
- According to the Student Code of Conduct, face coverings must be worn in the classroom at all times.
- If a student refuses to wear a face covering, the instructor should ask the student to leave and remote in to class.
- If the instructor needs to de-escalate the situation, class can be dismissed and continued remotely.
- Report the student to the Associate Provost and Dean of Students.
- The outcome of the student’s case will be communicated to the faculty member.



Fall Semester Planning – Grouping the Students

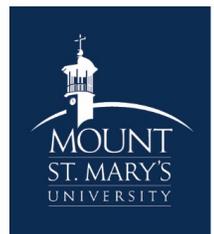
HyFlex Model

- Students have until tomorrow to request remote learning. Approximately 190 students have made this request.
- We have a high number of commuters. To minimize their time on campus, we are putting them into two groups: M/T and W/Th. We will divide these students by class, with 50% of freshman commuters on M/T and 50% on W/Th, etc.
- MWF Classes will work as follows:
 - Commuters will not attend in person on Fridays.
 - On-campus students will alternate Fridays.



Fall Semester Planning – Grouping the Students cont.

- ❑ Associate Provost will send faculty the names of remote and commuter students with the commuter students already divided.
- ❑ Faculty will then divide the remaining students into two groups—A and B.
- ❑ Faculty will send a Canvas email to all students in the class with a list of the A and B groupings.
- ❑ Note: It is possible in MWF sections that once commuters and remote students are subtracted, the remaining students may all be able to attend on Fridays.
- ❑ In smaller sections, it may be unnecessary to divide the students, in which case the faculty member may have on-campus students meet face-to face for all classes.



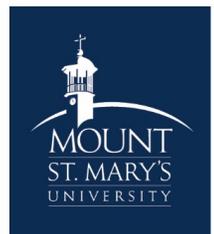
Fall Semester Planning – Academics

- ❑ Classroom Assignments—We are close on these. We were working to determine which faculty will be fully remote. The Registrar’s team is making these assignments.
- ❑ Classroom Capacities—We have distributed a spread sheet that provides the socially-distanced classroom capacities.
- ❑ Social Distancing Message in Syllabi? That is left to the discretion of the faculty members. Students sign a pledge and social distancing information is included in the Code of Conduct.
- ❑ Office Hours—We strongly encourage you not to hold office hours face-to-face. If you must meet with a student face-to-face, work to ensure proper social distancing.
- ❑ Faculty are encouraged to hold virtual office hours, using Canvas or Zoom.



Fall Semester Planning – Seminary

- Similar schedule and academic plan as the university
- Limited number of pastoral field education assignments
- Use of outdoor venues such as McSweeny porch and patio for small gatherings
- Liturgical services in IC Chapel with proper distancing and following protocols from the Archdiocese of Baltimore
- Use of new technology for the remote delivery of academic instruction
- Cancellation or postponement of large group activities



Fall Semester Planning – Residence Hall Highlights

- No more than two per residence hall room – 1,330 beds being offered
- Oversubscribed now ~ 70 beds. Students will also be housed at the Wyndham Hotel in Gettysburg, which will also provide food. Transportation will also be made available.
- Shared bathrooms will be cleaned daily using CDC guidelines and the number of people in the bathrooms at one time will be limited
- A number of rooms have been set aside as isolation rooms to separate students who test positive for COVID-19 from the student population. 1st option is for the student to go home, if possible.
- No guests allowed in residence halls
- Enhanced training for RAs



Fall Semester Planning – Dining and Athletics Highlights

■ Dining:

- Social distancing required in main Patriot Hall serving area limits throughput of customers
 - using a Mobile Ordering app to schedule meal time
- Mount Café remodeled and will have online ordering and text notifications using the app
- Grab N’ Go outside Patriot serving area
- Cashless / touchless payment systems installed
- New Pavilion with a food truck aligned provides much needed serving and seating capacity
- Adding outdoor seating under tents

■ Athletics:

- No fall sports conference and non-conference competitions for NEC teams
- Men’s Rugby will not have a fall competitive season
- Teams will engage in limited conditioning and practice sessions following a 6-week resocialization program for student athletes IAW NCAA mandates
- We will implement NCAA guidelines for surveillance testing by type of sport



Facility Initiatives for Virus Protection and Mitigation

- Working Bipolar Ionization and other ventilation improvements in some buildings as additional virus mitigation measures. Ionization has been very effective with COVID 19 and will help make the rooms smell fresh with ionization.
- Applying the long term disinfectant, Enviroshield Endure (SD90+) in all buildings, which will eliminate virus particles on a treated surface within 10 minutes. It is a mechanical, not chemical process so it is safe for people to reoccupy a treated area after 1 hour.
 - This application has been scheduled during off hours and weekends.
- Installed many customer service shields, occupancy and directional signs to support physical distancing among many other efforts as risk reduction measures to safeguard our community.
- Procured and distributing PPE where needed. Look for more information about the ongoing replenishing efforts in next week's Safe Team message.



Fall Semester Planning – Testing Highlights

- On-going Testing:
 - Our Objectives:
 - Medical Management for symptomatic students and seminarians
 - Surveillance of campus health to measure and control the level of virus spread. This starts with our baseline testing of students, seminarians and employees.
 - Planning weekly testing of wastewater from 10 buildings to see if anyone is shedding the virus; will use results to inform surveillance testing of individuals
 - Periodic surveillance testing of individuals particularly student athletes engaged in any practice activities.



Fall Semester Planning – Contact Tracing and COVID Monitoring

- Contact Tracing (CT):
 - Employees have trained as internal CTs using an online training and certification course offered by Johns Hopkins.
 - All CTs have signed a Non-Disclosure/Confidentiality Agreement - HR will manage the team and ensure confidentiality requirements are followed.
 - Our CTs allow us to speed discovery of potential MSMU close contacts of people who test positive for the virus so they can quickly quarantine and monitor for symptoms.
 - Our efforts will complement County and State CT efforts.



Fall Semester Planning – Contact Tracing and COVID Monitoring

- COVID-19 Monitoring & Response Plan (released Tuesday through Mount Safe email):
 - Defines key metrics we will track regarding the virus
 - Describes four health alert levels (0 thru 3). We expect to open in Level 1 (0 is pre-pandemic)
 - Provides indicators that would lead to increasing the health alert level, and additional risk reduction measures that may be implemented
 - Defines an Emergency Action Team to periodically evaluate the metrics and recommend changes to the health alert levels and risk reduction measures



Fall Semester Planning – A few closing thoughts

- ❑ We have a good plan that we are now implementing.
- ❑ Realistically, we will have asymptomatic students who test positive. There may be symptomatic cases later in the semester. We will act quickly and compassionately to implement our isolation procedures, contact tracing and quarantine of close contacts.
- ❑ All are empowered and encouraged to both follow and enforce our 5 layers of protection:
 - Wear of face coverings
 - Physical distancing
 - Handwashing
 - Self-quarantine when needed
 - Limiting size of exposure
- ❑ Use friendly but firm on-the-spot corrections
- ❑ We are ready to deliver on our mission in the uncertainty of this pandemic environment

