

Stanislaus State Fall Information and FAQs

As of August 6, 2021 revised

Subject to change

I. **Current Overview of Stan State Safety guidelines**

Stanislaus State holds a fundamental and unyielding commitment to abide by current and rigorous standards set by the CDC and the medical research community, and specifically to our state and counties' Public Health Departments' standards in order to safeguard and ensure the safety of all faculty, staff, students, administrators and community on our campus as we plan for the gradual repopulation of our campus for this Fall 2021 and into the future.

More specifically, Stanislaus State will utilize the following three COVID-related guiding principles:

- (1) First, ensure the health/safety/well-being of students, faculty, staff, and community;
- (2) Assess, evaluate and base decisions using current scientific data and knowledge; and
- (3) Prioritize and meet the core educational mission of the university.

A. **CDC Guidelines and Current Updates** (*NOTE: COVID conditions will continue to evolve*)

<https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/considerations.html>

B. **Cal OSHA Emergency Temporary Standards:** <https://www.dir.ca.gov/dosh/coronavirus/>

C. **CSU Chancellor's Office Guidelines** (*NOTE: COVID conditions will continue to evolve*)

<https://www2.calstate.edu/coronavirus/Pages/coronavirus-information-employees.aspx>

<https://www2.calstate.edu/coronavirus/Pages/coronavirus-information-for-students.aspx>

D. **Stan State Safety Protocols:** <https://www.csustan.edu/covid-19/safety-measures/safety-measures-report>

Requirements for Faculty Staff and Students for Fall (communicated July 29, 2021)

Vaccination

- Students and unrepresented employees are required to be fully vaccinated by Sept. 30th
- Students and employees will upload their vaccination or exemption (religious/medical) status by August 13, including individuals who have only received one dose.
- We will not know the details of the final CSU vaccination policy until bargaining is completed for represented faculty and staff.
- Students and unrepresented employees who qualify for exemptions will be required to obtain a COVID-19 test weekly starting August 23. This allows for all Warriors to be fully vaccinated (at least two weeks after obtaining the final dose of their vaccine) by Sept. 30, 2021.
- HREOC will notice CSUEU of the intent to implement the CSUEU MOU for a testing program.
- More information, including guides for self-certification and testing, will be provided as soon as available.

Face Coverings and Social Distancing

- Face coverings must be worn indoors at all times except when alone in an enclosed space with the door closed until further notice. When outdoors, you do not have to wear a face covering unless physical distancing cannot be maintained.
- **Physical** distancing is strongly encouraged, and safety measures have been taken to ensure 3 feet of **Physical** distance is maintained inside the classroom and other spaces on campus.
- In addition, highly touched surfaces inside classrooms are being consistently cleaned. Classrooms are cleaned and fogged daily.

Daily Screening Form

- Everyone who comes to campus must submit a [daily screening form](#) and receive clearance before coming to campus.

Student Activities

- Our planning includes preparations for in-person events and activities to be held on campus during the fall semester in accordance with health and safety guidelines.
- Information about processes and protocols for planning student activities is located here: <https://www.csustan.edu/sld/student-organizations-rsos-stanislaus-state>

On-Campus Student Housing

- On-campus student housing currently has availability and is [accepting applications](#). Availability is based on a maximum capacity that supports the health and safety of our housing community. Currently housing is expecting to have approximately 400 students on campus.
- Housing and Residential Life is communicating regularly with applicants to provide updates on availability and placement.
- All residents are required to be vaccinated or have received an exemption. Those residents who are granted an exemption will be required to undergo COVID-19 testing twice per week.

II. **Fall 2021 Planning and Consultation**

- Deans, Chairs, and Directors Meetings
- Fall Planning Faculty Open Forums:
- Academic Affairs Support Staff Open Forums:
- Academic Space Planning Committee:
- Fall 2021 Planning Committee – Meets weekly on Mondays 9 – 10 am
- Senate meetings – standing item for updates and questions
- Weekly governance conversations (Provost, Speaker, Speaker-elect, AVPFA)
- College Deans regularly meeting with Department Chairs/Leadership Committees
- College & Program – specific conversations between Deans and Discipline Faculty
- Updates to SEC
- ATLC meetings (e.g., Faculty Survey)
- Cross-divisional workgroup - ATLC (I.e., Student Survey)
- ASI/SC Meetings
- Staff Repopulation
- Friday's For Fall
- Event Management Group
- Infectious Disease Response Team
- Covid Response Team

A. Classroom Capacity

Classroom configurations are set at 3' of physical distancing for students in the classroom.

B. Consideration of Additional Key Factors Related to:

1. **Specific Pedagogical Needs/Constraints** (e.g., labs, art and performance-related, fieldwork, internship and service-learning courses, graduate classes, study abroad):
 - Programs in COS have identified UD Lab courses they determine are essential to be delivered in a F2F/Hybrid modality. Discipline faculty and Dean Evans are working closely on the scheduling of those lab courses.
 - Several performance related courses in Art, Music and Theatre courses are also priorities for being delivered either fully or partially in-person. Discipline faculty and Dean Tuedio are working on the scheduling of those sections.
 - Because they are required for graduation, practicums and clinical placements have continued throughout 2020 and 2021. Service Learning and Internships have primarily only been offered virtually during much of the pandemic and we have fluctuated between purple and red tiers.
 - For Fall 2021, many graduate programs have decided their courses can be delivered primarily online.
 - Study Abroad experiences are part of the Fall 2021 plan. Trip plans are reviewed closely through several administrative levels, and we consult closely with the Chancellor's Office and public health.

2. **Closer Examination of Courses Showing Significant Decreases in Student Learning Outcomes:** We reviewed data provided by SPEMI which compared student DFW rates in English & Math for first year students Fall 2019 and Fall 2020. Students did well in Math (improved), but First-Year students struggled more in English. This was a primary reason for trying to have adequate numbers of course section in LD English for Fall 2021. To prioritize first-year students in Fall 2021, several sections of English, Math and GE courses will be offered F2F/Hybrid.

3. **Proctored Testing Space Support:** For courses who needed space for proctored Testing the course scheduling office has specifically worked with each faculty member to schedule needed space for those exams. If anyone still needs space assigned for their exam please contact Noah in scheduling directly.

4. **Advising Space Support** – departments can schedule empty classrooms or conference rooms if they need additional space if they don't have an office or other space large enough to meet social distancing guidelines. Departments can book these spaces via 25 live.

5. **Library Services**

Student Study space will be set at 3 feet of physical distancing

Zoom Spaces – reserved by library scheduling

Hours and services can be found here: <https://library.csustan.edu/home>

Zoom room availability -- All classrooms not booked for classes can be booked by Students for zooming class sessions. These can be booked via 25 Live (more details for booking coming soon).

III. **Academic Affairs and Phased-In Resumption of Faculty Research and Lab Support**

For Fall semester all campus wide safety requirements should be met in the research and laboratory facilities. Faculty should work with their Deans if there are specific needs for their research.

IV. **Ensuring Employee Safety and Protocols in the Classroom Setting and for Academic and Student Affairs Workplace Environments**

A. COVID testing/sequestering/contact tracing by County protocols and COVID vaccination/voluntary verification updates:

- <https://www.csustan.edu/covid-19/covid-19-testing/covid-19-protocol-testing>

- <https://www.csustan.edu/covid-19/exposure-mitigation-guidance>

B. Campus required protocol for use of PPE (i.e., masking protocol safeguards, messaging, social norming, etc.) and social distancing and campus steps for ensuring PPE adherence (e.g., syllabi, ready availability of masks, cancelation of classes if others do not comply with masking).

- Masks will be required in all indoor spaces on campus for everyone. That includes any faculty, staff, students, and visitors regardless of vaccination status. Social distancing is still required.
- Additional guidance for compliance with masking (CO General Counsel):
 - Clearly put the mask requirement on class syllabi so professors lay out expectations in advance and in writing. May also want to clarify in writing or verbally that masks are required even for those who have been vaccinated because vaccinated individuals can still carry COVID.
 - Have extra masks easily available for students who may claim they don't have one or forgot.
 - Make face shields available somewhere on campus for anyone who claims a medical issue (i.e., this is being done for staff).
 - If a student is not wearing a mask, ask the student to wear a mask and offer one. Emphasize the importance of public safety for wearing a mask.
 - * If they refuse, ask the student to leave the classroom and instruct the student that if they do not leave the classroom, the entire class will be cancelled.
 - * If they refuse to leave the classroom, cancel the class and refer the student to Student Conduct for failure to abide by policies and disruption of educational services.
 - * If a student truly has a medical issue that prevents wearing a mask or a face shield, those cases can be individually reviewed to explore options. (Note: this should be unlikely to occur).
- Videos online for "Sanitize your services", "Your responsibilities returning to work";
- Training required for all employees and students on "Safety in the Workplace During COVID-19" (training updated by CO's office 7/30/21)
- Posters on masking, social distancing and washing hands are in buildings;
- Areas for that are off limits, such as lounge spaces will be blocked from use;
- Regular communications COVID related new stories will be posted on *StanNews*;
- Fall Planning Updates will be posted on *StanNews*;
- Campus' COVID-19 vaccine clinic weekly updates will be posted on *StanNews*;
- See campus' FAQ COVID website at: <https://www.csustan.edu/covid-19/do-your-part>.

C. Campus ventilation, air quality modifications are at the highest level of efficiency due to campus interventions as a result of the nearby fire threats in 2020 and 2021

(<https://www.fire.ca.gov/incidents/2021/>)

<https://www.csustan.edu/covid-19/risk-assessments-protection-plans/building-ventilation-indoor-air-quality-and-domestic>

D. Campus classroom and building cleaning and disinfection protocols:

<https://www.csustan.edu/covid-19/risk-assessments-protection-plans/disinfection-and-cleaning-protocol-covid-19>

V. **Ensuring Employee Safety and Protocols for Phased-In Staff Return to Work**

A. Consistency in a phased-in approach for all employees to return to campus as county conditions improve that will involve identification of priority staff and rotating shifts in alignment with social distancing, and office capacity analyses:

- https://www.csustan.edu/sites/default/files/groups/COVID-19%20Updates%20%26%20FAQs/docs/proposed_warrior_return_to_work_plan_7.8.20.pdf
- <https://www.csustan.edu/covid-19/risk-assessments-protection-plans>

B. Ongoing normal consideration of special employee cases and situations.

- C. Classrooms will be cleaned and fogged each day. Additional custodians have been hired to support this effort.

VI. Student Affairs On-Campus Transitions and Updates

A. Student Services and Campus Life Workgroup resumed meeting in March:

1. Meets every other week.
2. Group includes faculty, staff, and student representatives.

B. Athletics

1. Student athletes will return to competition Fall 2021.
2. Student athletes, coaches, and staff are participating in mandatory training, adhering to strict protocols, and are required to be vaccinated or have received an exemption. Those student-athletes who are granted an exemption will be required to undergo COVID-19 surveillance testing twice per week.

C. Basic Needs including Warrior Food Pantry

1. Remains open to serve students
2. Warrior Food Pantry
 - i. Turlock Campus: Students can visit the pantry once a week to receive a free bag of food and toiletries. Monday, Wednesday & Friday, 9 am to 4 pm and Thursday, 10 am – 6 pm
 - ii. Stockton Campus: Students can register online to receive a free bag of food and toiletries at the monthly pop-up pantry. Acacia Building from 10 am -1:30 pm & 3 pm – 5 pm
 - iii. CaLFresh: Basic Needs Coordinator can virtually assist students with the CalFresh application. If eligible, students can receive up to \$234 each month for groceries. Email basicneeds@csustan.edu to schedule a virtual appointment
 - iv. Food Distribution: Students can receive a free food box at each distribution at the Turlock Campus by completing a simple USDA form. Curbside Distributions occur 2 x month from 10a m – 12 pm at University Circle, by the Reflecting Pond. The Food Distribution is made possible thanks to support from the California Faculty Association and United Samaritans Foundation. For more information visit: sustan.edu/basic-needs
3. All other programs provided virtually.
4. Food Pantry reciprocity with 22 other CSUs.

D. Campus Recreation

Online offerings:

- *Intramural E-sports Leagues and Tournaments
- *Special Events
- *Group X classes
- *Personal training
- *Instagram Live Q&A's Monday – Friday 7:00am – 6:00pm
- *Podcast every Monday Every Monday from 1pm – 2pm
- *Gaming Hub Every Thursday from 6pm – 9pm
- *Outdoor Adventure workshops and How To Videos
- *Zoom Office Hours Monday – Friday 10:00am – 2:00pm

2. Aquatics

Monday – Friday:

6am – 7am & 7:15am- 8:15am

12:00pm – 1:00pm

4:00pm – 5:00pm

5:15pm – 6:15pm

6:30pm – 7:30pm

3. In person – Turlock and Stockton Fitness Center will reopen in phases.

*Turlock- Weight Room, Cardio room, Multi-Purpose room, Track, Rec Field, and Aquatics Facility

*Stockton – Selectorized room, Cardio room, and free weight room

*Group X classes

*Intramural Sports/E-sports

*Personal Training

*Events and Competitions

*Outdoor Adventure Rental Equipment

*Boulders

*Office Hours: 8am – 5pm

The Campus Recreation reopening phases currently are as follows:

Phase 1: All recreation programs and services offered through virtual opportunities.

Phase 2: Continued offering of virtual programs and services. Turlock Campus Recreation Fitness Center has a soft reopening with Housing.

Phase 3: Continued offering of virtual programs and services. Turlock and Stockton Campus Recreation Fitness Center reopens for all CSU Stanislaus students, faculty, staff, and Alumni.

Phase 4: Continued offering of virtual programs and services. Turlock and Stockton Campus Recreation Fitness Center reopens for CSU Stanislaus students, faculty, staff, Alumni, and guests.

For more information and schedules visit: <https://www.csustan.edu/campus-recreation>

E. Housing & Residential Life

1. All residents are required to be vaccinated or have received an exemption.
2. Those residents who are granted an exemption will be required to undergo COVID-19 testing twice per week.
3. Housing & Residential Life, we plan to offer a combination of virtual, in-person, and hybrid services to residents for Fall 2021.
 - i. The Housing Office in the Community Center will be open 8am-8pm daily the week of August 16th - 22nd and 8 am-8 pm M-F, and 11 am-3pm Sat. starting August 23rd.
 - ii. The Academic Hub will be open M-F on a schedule that best serves residents' needs.
 - iii. The Village Café will be open starting August 19th and planned hours are breakfast: M-F (tbd), brunch: M-Sun. 10am-1pm, dinner: M-Sun. 5pm-8pm.
4. The primary services offered to residents will include the following, among other services:

- F. Front desk support is available for all questions, mail, printing, meal plan (Warrior Card), etc. (phone, email, in-person)
- G. Activities and programs will include virtual, in-person, and hybrid options.
- H. Academic support via a live-on academic advisor and peer support will include virtual, in-person, and hybrid options.
- I. Student account financial support will include virtual and in-person options
- J. **New Student Orientation**
 - 1. Will remain virtual for Spring 2022.
- K. **Student Health Center**
 - 1. Student Health Center (SHC) will be open Mon-Fri 8 am-5 pm for in-person services. The SHC will also be offering telehealth appointments.
 - 2. Visit <https://www.csustan.edu/health-center> for more information
- L. **Student Center**
 - 1. Planning in progress to provide study space in collaboration with the overall campus plan for study spaces
 - 2. Provided options to university to lease three spaces for courses
- M. **All other departments are open and currently provide full access (and sometimes expanded access) to all students using virtual formats**
 - 1. Academic Success Center
 - 2. Associated Students, Inc.
 - 3. Career and Professional Development Center and CareerReadyU
 - 4. Disability Resource Services
 - 5. Health Education and Promotion - Will provide both virtual and some in-person services
 - 6. Learning Commons
 - 7. Psychological Counseling Services will continue to provide tele counseling services
 - i. Virtual Office Hours during the semester are M-F 8 am-5 pm
 - ii. Crisis answering service is available from 12 pm-1 pm. For more information on crisis support, please visit <https://www.csustan.edu/counseling>
 - 8. Student Conduct - Services will be available both in-person and virtually
 - 9. Student Leadership and Development - Providing in-person and virtual events based upon current COVID-19 guidelines, as well as virtual engagement opportunities
 - 10. Student Support Services
 - 11. Vice President's Office
 - 12. Warrior Cross Cultural Center- All events will be held virtually, with some support-services available by appointment

Warriors Take Care

Warriors take care will provide support to students by providing the following services:

- 1. Stationed at the main entrances of classroom buildings, students will encourage all individuals entering the building to wear an appropriate face covering and direct individuals who need a face-covering to distribution locations.
- 2. Assist with distributing marketing material to raise awareness of the safety precautions, healthy behaviors, and positive social norms related to COVID-19.

Student Events: <https://www.csustan.edu/sld/student-organizations-rsos-stanislaus-state>

VII. **Communications Plan, Surveys and Messaging for All Campus Constituencies**

1. Cross-Divisional Fridays for Fall Weekly Wrap-up, every Friday at 3-4 pm with Business and Finance and Human Resources, Equal Opportunity and Compliance Cabinet members and Covid Response Coordinators;
2. Fall 2021 Weekly updates will be posted in StanNews & WarriorWeekly;
3. Warriors Take Care – in collaboration with Safety & Risk, the campus is developing videos on what to expect for Fall 2021 return to campus and clarifying campus safety precautions.
4. Ongoing series of surveys of faculty, staff, and students are underway and will continue. Survey results will be posted on relevant Division websites, the campus COVID website and on the SPEMI website.

VIII. **Brief Stockton Update**

- Classrooms for Stockton and 3 ft social distancing will be in place.
- upgrade plans for Stockton classrooms are in process.
- Risk Assessments for staff repopulation have been developed.
- Campus continues discussions with Chancellor's Office on improved facilities
- Face coverings will be provided at front desk for those who need them.
- Stockton will have Building Ambassadors to educate about masking and social distancing.
- Classrooms will be cleaned daily via our subcontractors at Stockton.
- Testing <https://covid19.ca.gov/get-tested/#testing-site-search>

Free testing locations can be found on this site.

Additional FAQs from various requests 7/12/21

Concern: *Put quite simply, the ongoing uncertainty about the ever evolving, conditions imposed by the pandemic has caused ongoing trauma. The first day of classes is only six weeks away and plans for safety still seem to be uncertain.*

Response

All of us have felt this ongoing stress and uncertainty as we get closer to the start of classes. Although there is still uncertainty regarding the timeline for a vaccine mandate, there are many aspects of the safety plan that have been put into place and that have been [communicated](#). These include:

1. Mask mandate
2. Classroom safety measures
3. Office safety measures
4. Flexible teleworking arrangements
5. Class caps set for 3ft. physical distancing
6. AC/Airflow settings to maximize air exchange

Question: *What plans can be put in place to help EVERYONE respond to our collective trauma in a sensitive way?*

Response

The trauma caused by the Pandemic is real and will have a lasting impact. At the same time, we are resilient and will have opportunities for post-traumatic growth. The American Psychological Association encourages traumatized individuals to engage in four broad coping strategies to address the impact of trauma:

1. Lean on social support networks

2. Face difficult feelings with acceptance
3. Strengthen self-care behaviors
4. Be patient and choose to trust

With the help of many in the Stan State community, a plan to heal based on these four elements is evolving. Although this is a work in progress, we can anchor our healing in several ways that are already established.

1. We have established [flexible hybrid work schedules](#) for administrators and staff for the transitional fall semester.
2. We will continue to provide weekly check-ins for faculty, staff and administrators to voice concerns, ask questions and get the latest updates through our [Fridays for Fall](#) open forums.
3. The University has created a Resilience and Well-Being Task Force co-chaired by the ASI President, CSUEU Chapter President Megan Cordeiro and Dr. Steven Wood. The steering committee has been meeting every two weeks to create the committee membership, set priorities and provide feedback on the co-chairs on their proposed charge. To date, the draft charge includes:

The Resilience and Well-Being Task Force (RWB-TF) is a new task force charged with seeking campus feedback and suggestions to better support campus faculty, staff, students and administrators as a result of the COVID 19 pandemic. The goal of the RWB is to consult broadly with the campus and to research other campuses for suggestions on how to better support our campus community's sense of resilience, mental health and how to promote well-being during and after the pandemic. To accomplish this goal, the task force will identify and examine potential frameworks and/or an evidence-based outcomes model.

4. For self-guided resiliency support, [Tao Connect](#) is an online platform of evidence-based tools and educational materials with the following modules:

Educational: High quality, entertaining, and interactive learning modules, using evidence-based theories;
 Assessments: Provide progress measures, along with screening for behavioral health problems, if desired;
 Practice Tools and Logs: Tools to reinforce skills learned in the educational modules, including daily logs and journals; and Mindfulness Library: Valuable resource to learn and practice mindfulness and meditation.

5. The University is exploring interest in offering new one-on-one telephone and virtual support sessions with an EAP counselor to assist with workplace re-entry and transitioning to campus. Having some fear and anxiety is understandable. Take a mental health break and check-in on yourself with the help of EAP professionals, whose goal is to help you re-acclimate to the workplace successfully. Employees can share their concerns and ask questions.
6. We are working with our EAP provider, Empathia, to look at offering sessions starting August 1, every Monday at 10 am – 12 pm and Thursday at 3 pm – 5 pm.
7. The University administered the first of at least three [pulse surveys](#) to administrators and staff to inform planning committees, the Resilience and Well-Being Task Force and Cabinet provide information on the best ways to support re-entry.

8. As we move into the fall semester, it is hoped that the conversation on collective healing will be continued. We at Stan State have the intellectual and professional capacity to create multiple resources (workshops, support groups, outreach efforts, etc.) that will advance our adjustment and healing.

Healing and growth will be an ongoing process -- we can do it together. As we return to campus and engage in the work of the fall semester, we will see what is working, what needs further supports, and what new opportunities and challenges arise. Addressing these effectively will be a collective effort.

Question: *What has remote work and remote instruction taught us about how the work of a university can be restructured from the pre-Covid model?*

Response

The best answer to this question will come from engaging all voices within the Stan State community over time. Listening to lessons learned and integrating positive Pandemic-related practices into our repopulation transition and, ultimately, into future practices will be a significant focus over this AY. Creative conversations focused on our ideals on shared governance will hopefully be many.

For administrators and staff, we recognize the benefits of telecommuting for some positions based on the nature of the required work and operational needs. We will continue to monitor the progress of bargaining on a systemwide telecommute program. We intend to implement the program in spring 2022 or when it is available.

For faculty, we recognize that technology can be used to enhance pedagogical practices, as well as advising. What this will look like moving forward is something in which to look forward. A next step would be to have a collective conversation about how we can integrate the best of what we have historically done to maximize student success with the best of what we learned from the Pandemic. Both students and faculty have experienced our Pandemic-related adjustments in several different ways. As we listen to everyone's voice, we will be in a better position to make lasting and broad-based beneficial adjustments to all our practices and processes.

Question: *Will the Chancellor's Office or the state require a full-on return to work, and will faculty, staff and students be given no choices about how best to protect their own health?*

Response

The University's services to faculty, staff and students have been "full-on" since March 2020. The tremendous effort of the Stan State community during the Pandemic is a testament to the fact that we have never left work. In fact, in many ways, we have worked harder.

Certainly, the work locations of many were temporarily impacted to reduce occupancy levels in buildings as the University navigated the pandemic. Many administrators and staff have worked above and beyond "full-on" to provide the infrastructure to support the transition to on-line course delivery and the needs of faculty, staff, and students.

Faculty, staff, and students have been informed and encouraged to focus on protecting their health. The best way to protect one's health is to get vaccinated. A commitment to wearing masks is another way to

protect one's health. Following the published information regarding hand hygiene, physical distancing, and disinfecting practices has been shown to be effective.

The University has engaged in numerous [changes and interventions to support](#) this as well.

Question: *Will Covid vaccines be required for returning students? If not, why? If yes, how?*

Response

As communicated in President Junn's emails to MPPs and staff (faculty email coming soon), the CSU will mandate vaccination for faculty, staff, and students upon FDA approval of any or all current vaccines. The timeline for approval is unclear. As information is communicated from CO, faculty, staff, and students will be informed ASAP.

At this time, the CSU believes that any attempt to require an EUA approved vaccine for students, faculty, and staff will be legally challenged and the courts would likely strike down any vaccine requirement as there is no precedent for requiring a vaccine under emergency use.

For immunocompromised faculty and staff, we will make every effort to provide a [reasonable accommodation](#) for individuals with qualified disabilities. Please make all requests early. This process may take several weeks to complete, depending on how soon we receive your information and the necessary documentation from your physician.

Questions: *Given that there is ongoing uncertainty about vaccination requirements for students who will be attending F2F classes or events on campus, and given that some faculty are immunocompromised and simply cannot commit to teach F2F either in fall or in spring, will this (F2F teaching) be a mandate for employment? There is much concern for faculty who are not tenured (lecturers). Will they be denied employment if they decline to teach F2F?*

Response

Faculty members who have health conditions that increase their risk should work with HR to provide appropriate documentation for approval of an accommodation. Faculty should continue to work with their chair and dean to address this for Fall 21. Plans for Spring will be contingent on the timing of the vaccine mandate.

Question—*How will faculty be expected to enforce the mask mandate now in place? What support can faculty expect from other campus units?*

As of now, masks are required in all the contexts previously reported. If students choose to not comply with the mask mandate, faculty are to use the already established mechanisms for reporting inappropriate behavior on the part of students.

- Add language to syllabi that details the mask mandate and what will happen in instances of non-compliance (below).
 - Student without a mask should be asked if they need a mask, a supply will be available in the classroom and the student can be given one
 - If the student does not comply, they are to be asked to leave the classroom
 - If the student continues to not comply, they should be informed that they will be reported to Dean of Students through the [Behavioral Incident Report Form](#).
 - If they still refuse to leave the classroom or put on a mask, please call the [Dean of Students](#) office.

If a student does not comply, they can be administratively dropped from the class and will be encouraged to work with advising staff to enroll in a similar online course and/or seek an appropriate substitution.

Question: *Regarding the “Phased Return to Campus for Employees” sent to Deans, Chairs and Program Directors, what plans can be put in place so that individual supervisors may determine the best Return to Work plan for their own staff?*

Supervisors have been encouraged to flexibly address return to campus plans based on job descriptions and unit needs. To maximize equity, individual circumstances should not be a priority driver of return to campus plans. In most cases, the current teleworking plan is designed to accommodate most situations. If a supervisor feels that a plan different from the communicated start date and the 2-3 day/week teleworking is appropriate, recent communications have provided guidelines for developing an alternative plan. Faculty and staff should contact their supervisors for more information.

Question: *Will there be sanctions if employees resist this plan?*

The University will abide by the CSUEU, APC, and Teamsters MOUs regarding the terms and conditions of employment while Cal OSHA General Industry Safety Orders, Section 3205, is in effect. The staffing levels will be informed by the Cal-OSHA regulations and the staff needed to provide open offices and services to faculty, staff, and students.

Our university leaders acknowledge the stress and uncertainty created by the anticipation of more changes to staff's daily routines. We are committed to phased-in transitions that take these concerns into account in a meaningful way through planning and consultation. If staff need accommodation they can consult with Human Resources.

Question: *Will there be any enforced changes from online to F2F? In other words, will the CO try to coerce faculty into changing the modality of fall classes?*

As communicated in the last planning meeting, instructors currently teaching online will not be asked, nor required to teach a F2F course for Fall 21.

Question: *Are there plans in place, at CSU Stanislaus for switching to fully online in the event of wildfires or another Covid emergency? Can any plans be communicated please?*

Per HR Tech Letter 2020-06, the campus President, in consultation with the Chancellor, can designate when the campus is closed (full or partial), or when operations must be significantly altered. In the event of an emergency campus closure, the designated period of leave for an emergency campus closure is valid only for the days the President announces the campus closure. These actions are consistent with existing collective bargaining agreements and university policy. Should any conflict exist with an applicable collective bargaining agreement, then the collective bargaining agreement is controlling. To the extent possible, HR Tech Letter 2020-06 requires the University to endeavor to keep local union representatives informed about the status of the campus during an emergency event, including plans for significant alterations in operations.

When it is necessary, the Emergency Operations Command will be activated, whether the EOC is activated or not, the following is in place for communicating with the campus community:

EOC communications with the campus community and the public will be coordinated by the Public Information Officer. The EOC has several methods of communication with the campus community and the public. Depending on the scope of the disaster and the type of information to be disseminated, the EOC can use one or a combination of the following methods to provide information. See the Communication and Notification Annex for details.

- StanAlert- Emergency Notification System
- University website
- Stan 411- Emergency Hotline- (877) STAN411/ (877) 782-6411
- Social Media

More information on the Emergency Operations Plan, Continuity of Operations Plan, and department-specific Business Continuity and Phone Tree plans, can be found at: <https://www.csustan.edu/safety-risk-management/emergency-management-business-continuity>.