

Faculty Assembly Town Hall July 14, 2020 Questions submitted via the Qualtrics Survey

1. When students return in January, it will probably be at the height of flu season. The symptoms (in the early stages) are very similar to COVID, and that will cause a lot of problems. Have you considered REQUIRING students, faculty, staff to get flu shots before returning in January? (Obviously those with medical contraindications would be exempted.) After all, meningitis vaccine is required for most entering freshmen.
2. If salary cuts, furloughs, and layoffs need to occur, how will those decisions be made? Will these be across the board actions or based on merit/productivity or years of service?
3. Some faculty may not fully appreciate the financial loss that we would incur by going online in the fall (not bringing students back to campus). Can you please give a ballpark financial projection on what that would mean, even if we were to (unlikely) remain fully enrolled at full tuition?
4. Federal officials have now admitted to aerosol transmission of covid-19. In the town hall, can you please explain how it is ethical to continue reopening school in the Fall semester?
5. According to Dean Velleca, 40% of the A&S faculty's Fall "choices" are FS/MIX. Does that number represent courses, seats in courses, or something else? What % of seats will be taught in person this fall? (After scanning Banner, it appears that most of the in-person classes will have 20 students.)
6. How is the increasing intensity of COVID19 across the country changing the university's planning for the academic year?
7. How is W&M addressing the status of international students affected by the convoluted order from President Trump that seems to instruct ICE to not issue F-1 visas to international students or study at U.S American universities unless they are taking "in-person" classes?
8. Will W&M be guaranteeing that no employee/worker faces loss of pay or benefits because of operational disruptions, including the shortened fall semester?
9. Will W&M be making any of the following available to employees/workers: 1) Choice for all workers who can work remotely to do so; 2) paid leave to workers whose labor cannot be done remotely, until they are able to safely return to campus; 3) hazard pay for all workers who continue to work on campus to compensate for their risk of exposure; 4) paid sick leave with benefits, now and in the future, for workers to care for their own health or that of a household member, self-isolate to protect themselves and others, or to provide child care in the event that schools and child care centers close; 5) free and accessible COVID-19 testing, treatment, and

vaccination for all workers (was well as students); 6) ensure all students and employees on visas are able to maintain their visa status; 7) ensure that full sick leave and health benefits are included in every contract going forward, so that no worker should have to choose between their health and their paycheck.

10. Will W&M be providing any protection for students and workers from harassment and racism against people of Chinese and Asian descent, incidents of which have increased since the beginning of the COVID-19 outbreak?
11. A very important aspect of indoor safety is air filtration and circulation. The only thing I have heard in this regard is that the university is testing "air quality" (which is not the issue) and increasing the amount of outside air where existing HVAC systems permit. Increasing outdoor air is good, if it can be done in a given space, but in addition there are technologies available to improve filtration (in the existing system or through portable devices) and to kill viruses (such as devices that use UV-C rays). See ASHRAE.org for more details. Many of my colleagues and I have asked about these matters over and over, and all we get is, "We asked university facilities/operations to look into it." And nothing further. Please describe what the university is doing in this regard, with specifics. (For example, "we have installed MERV 14 filters everywhere, ordered 50 portable filters, installed UV-C systems in 5 buildings.") Wearing masks and sitting 8 feet apart -- while good -- does not prevent the virus from building up in the ambient air.
12. All states in America are in shortage of testing kits. How many testing kits do the university have in stock so far? And is the follow-up supply guaranteed? By whom?
13. The pandemic in America has worsened dramatically in recent weeks, does the university have an updated survey of the attitudes of students and their parents about returning to campus and dorms?
14. What resources is W&M willing to access *before* it cuts compensation or uses furloughs to reduce expenses? Such resources include higher payouts on our endowment, reserve funds, bond issues (as many universities are in the process of doing), or drawdowns of other lines of credit.
15. Are there any plans to provide fully-covered testing (i.e., not just subsidized) for our most at-risk employees? Our dining and housekeeping staff will really be at the front lines and they are low-wage employees. It seems immoral to make them pay, even a modest amount, for asymptomatic testing on a regular basis-- especially given all the reports coming out about behavior among college-age people. It also seems unsafe to potentially have super-spreaders go undetected.
16. Will faculty, staff, and/or students be required to sign any form of health waiver before the fall semester commences?

17. What are the clear criteria for changing course and, in particular, for moving classes to 100% remote, and for closing the campus to the public again, and for sending the on-campus students home? How many cases of illness and/or death would change our strategy?
18. What are the detailed mechanisms of ensuring compliance with the various rules? What are the consequences for non-compliance? Are there planned incentives to encourage compliance? What are the roles of faculty, staff, and students in ensuring compliance with the rules?
19. I am grateful for all the thoughtful planning that has been done in anticipation of reopening in the Fall. I still worry that guidelines are not specific enough to prevent the devastating possibility of spread of COVID-19 among the W&M community. As a faculty member, I would like to know specifically under what conditions I should not be on campus: sore throat? cough? fever? fatigue? Under what conditions must I get tested for COVID-19? Am I required to stay off campus until test results are available? What about students attending class -- if students are coughing or appear ill, can faculty request that those students leave the classroom? If I begin to feel uncomfortable with the risk of teaching face-to-face is it my prerogative to switch to a remote delivery of my course? What is the protocol for such a move? What will the threshold be for closing campus? Is there a number of confirmed cases on campus that will trigger a closing? A number of hospitalized faculty members, staff or students? Dead faculty members, staff or students? This needs to be decided and publicized in advance, not as the community begins to become ill. It is possible that the answer to some of these questions are answered in material that has already been provided as part of the Path Forward, but that would illustrate another problem: it is not enough that information is available to be found online or in emails. It must be required that everyone on campus understand and follow the rules. How will this be verified? Who is responsible for oversight?
20. There has been talk about a 20% pay cut across the university. Is this in effect already? How long will it last?
21. Can you provide greater clarity on the use of private dollars? If the purpose is unrestricted, the dollars will be held--at least initially--as a prudent hedge against potential budget shortfalls. But if the purpose is not unrestricted but dedicated--for student awards, faculty research, etc.--what is the reason for holding spending of these funds?
22. Please make this town hall about answering actual questions from faculty rather than just paraphrasing what is already in the Path Forward website.
23. President Rowe recently announced that we met our \$1 billion goal in fundraising, which is great news. Can we use some of that money to help meet our current budget needs? Can we go back to donors and ask them to make some of their gifts unrestricted? Even a tiny fraction of the endowment would help a lot. It could be very difficult to justify pay cuts or furloughs while the endowment is so large.

24. What policies will there be for informing WM faculty about COVID cases on campus? At what point (how many deaths, how many infected) will school be shut down for on campus teaching?
25. More and more studies are showing aerosol involvement for COVID spread. Clearly the ancient and faulty HVAC systems in old nonrenovated buildings, like Morton and Washington Hall, is a serious issue. What is the campus doing to provide safety measures so that COVID will not spread to faculty and students in indoor areas?
26. If a faculty gets sick we can expect them to perhaps be out of commission for 6 weeks. What formal structure will be in place to 1) find a replacement teacher and 2) to compensate them for their replacement time? This is more than an HR question and given the time to recovery for COVID survivors, assuming that faculty can just step in as replacements for a week or two is not an option. Faculty on campus will get sick, who will replace them and how will these faculty get paid?
27. Who will be policing social distancing on campus? If students fail to social distance in their dorms how will we know? What will be the repercussions for students or faculty not wearing masks on campus?
28. When we think about tenure and promotion, or generally with merit evaluations, will there be guidance? Do you anticipate some lessening of tenure standards in teaching or research? Or rather than lessening the standard, more of an alternative evaluation of what success during this crisis looks like?
29. The 'shared responsibility' phrase that is touted in the Path Forward doc is pointless. What faculty want to know is exactly what measures the administration has in place to make sure both faculty and students follow the rules? What are the incentives? And what are the penalties?
30. All the faculty (at least in A&S) have already heard about uni-directional staircases, pathways, etc in the Fall. What is unclear is how exactly these will be enforced. Can Sam Jones or someone else speak directly about enforcement?
31. Can faculty penalize students (e.g. a letter grade) for not following social distancing measures (e.g. not wearing a mask) in their face-2-face classes?
32. I've heard reference to the fact that there won't be "outside visitors" to campus this fall. This can clearly be controlled for invited academic guests, but in the A&S town hall this week, the suggestion was that students also won't be able to have non-W&M guests such as family, friends, or significant others. How on earth do you plan to control that? Is it even legal to try and control that given our status as a public institution? And given that you probably CAN'T control that, how do you plan to address this reality in your testing and tracing efforts?

33. Please post a list of questions that were submitted along with the university administration's answers.
34. President Rowe has referenced a robust summer term next year. How will that work? Will faculty be teaching as part of their normal course load or will they be incentivized to teach summer courses in addition to their normal load?
35. While not related directly to the pandemic, what is going on with PBK Hall? It has sat, abandoned, for a long time and is quite an eye sore that, I assume, is not exactly helping recruitment (it's one of the first things students and parents see coming into town from 199). Can we get an update on the plan?
36. Is the College planning to take a stand on the Department of Homeland Security's decision to prohibit international students from entering or staying in the US if colleges decide to teach only online? (even though W&M is currently pursuing a hybrid approach)
37. What is the plan for the summer? Who will be teaching then? Other than a "more robust summer offering," what should we expect? Students are asking their advisors (us) about how they should plan out their academic year, and without any details, it is hard to give good advice.
38. I understand that there is a hold on all "gift funds," including research funds that are attached to endowed chairs. There is also, I understand, a hold on start-up funds. I assume that means no spending right now out of these funds. But on the COVID-19 website, the following has been posted for months and is still there: "All prior commitments for start-up funds or internally-funded research through which faculty anticipated covering expenses in fiscal year 2020 will be honored in fiscal year 2021. This applies to all commitments, whether from the provost, the vice provost for research, a dean or department chair." These two statements seem contradictory and they are causing confusion and distress to a number of people. Could you help us understand the situation.
39. Will we be able to open all classroom windows in order to increase air circulation?
40. We now know that approximately ten faculty promotions in Arts & Sciences were unilaterally and without explanation denied despite departmental procedures that were both developed and followed in accordance with guidance from both the Provost's and Dean's Offices. Ignoring the terrible blow to faculty morale, was this an ethical action?
41. It seems obvious - and it has actually been acknowledged by members of various planning committees - that F2F teaching is being promoted as a way to ensure access to tuition revenue and stave off financial instability. What else have we done to address the possible (as yet uncertain) financial hit we might take? We know the College has resources that it is not permitted to spend, either because of our charter, or state regulations. Have we pursued a collective

strategy with other VA universities and non-profits that might grant us waivers so that we don't have to comply with these regulations - and could perhaps take on greater debt, during these extraordinary times? Can we rethink the calculus that holds that our need for revenue compels us to take significant risks to the health of staff, faculty, and students?

42. According to JHU's public health guidelines, we would have to test every person on campus, on a rotating schedule, at least once every two weeks to be able to detect an outbreak of COVID. Do we have access to this degree of testing - and any mechanism at all to institute contact tracing to follow up on these tests?
43. If dorm rooms will be at full occupancy in August - which is the current projection, how will we isolate students who test positive?
44. Will staff receive hazard pay for putting themselves in harm's way performing housekeeping and dining services duties? Will they be able to get their health care costs covered if they, or a member of their household, is stricken by COVID?
45. At current rates of mortality and transmission - which are currently rising in VA and neighboring states - the best epidemiological models suggest that between 3 and 5 people will die by November if we open the campus to students, faculty, and staff. How many cases of COVID will compel the decision to return to distance learning as we did in March when the transmission and mortality were less of a problem than they are now?
46. How much are decisions about students and reopening taking into account the fact that COVID cases are spiking across the nation?
47. The Residence Life Resource Guide states that students in residence halls can expect possible disciplinary action if they do not follow COVID-19 guidelines. However, the Student section of the webpage does not address what happens if students in classes refuse to follow protocols, such as wearing a mask. What happens if a student who does not live in a residence hall refuses to wear a mask? What happens if students refuse to wear masks in class?
48. The Individual Responsibilities section talks about mandatory trainings and other requirements, including wearing masks. What happens if an employee refuses to wear a mask?
49. If a student loses a mask somehow in transit to a course, where would the student get a replacement mask? Will classrooms or buildings have certain spaces for that?
50. The Student section of the website says that there will be PPE for faculty and staff and cleaning protocols for instructional spaces. When will these protocols be provided? What will that mean for faculty, staff, or students with conditions that may put them at greater risk for COVID-19?

51. What will be the protocol for using rest rooms used by faculty, staff, and students in Academic buildings?
52. How many hospital beds does Williamsburg have? How many ICU beds? In which specific ways does this capacity constrain inform W&M's planning for the fall?
53. How frequently should people be tested, given that COVID can be asymptotic? Does it make sense to wait for symptoms before testing or should testing be mandatory every so many weeks?
54. If a student refuses to wear a mask in class for whatever reason, how should faculty and the other students handle the situation?
55. In class, distancing limits occupancy to 40- 50% of class capacity. What is the capacity of W&M student housing and what is the planned occupancy rate be in the fall, with distancing? Does it make sense to limit occupancy in class but not in housing?