Fall 2020
Return to Campus
Update for Staff & Administrators

HR Virtual Session- June 2020
A New SJU-
A Post Pandemic
Campus
Moving from Yellow to Green

• Phased return to work
• When?? Following PA guidance
• Self- Monitoring via Smart Phones
• Social Distancing/Gatherings
• Face masks required
• Other PPE (face shields, plexiglass, etc.)
• Cleaning of campus spaces
• Testing & Contact Tracing
Employee Accommodations

ADA – FMLA – Other Leaves
Preparation
Task Force

Pertinent overview for staff/administrators
Non-Classroom & Dining Spaces

• Dining Hall reopening plan with modified meal plan
• Occupancy based on CDC guidance for lower density
• Reconfigure furniture to limit seating in shared spaces
• Determine which additional campus spaces are needed for instruction

Health, Safety & Housing

• Evaluating apps for self-monitoring
• Policy on face coverings
• Inventory/distribution of PPE and sanitizing products
• Developing cleaning plan for shared and individual work spaces
• Signage, prevention & education campaign
Student Support & First-Year Experience

• Developing an online orientation experience
• Pre-orientation webinars to keep families engaged
• Exploring student mentorship opportunities
• Developing online opportunities for students to connect in small groups virtually

Student Activities & Connection

• Toolkits for campus events and virtual events
• Resources to support safe social ”hangouts”
• Modifications to event request process and timeline
• Exploring ways to better promote virtual events
Culture of Care

• Developing the “I-Care U-Care” campaign
• “Who Do I Want to Be During Covid-19? How will I take care of myself and others during this?”
  • Commuters/Residents/Visitors/Employees

• Enforcement Capacity & Bias Considerations

Classroom Space

• Assessed classroom space, enrollment and recommendations for safe instruction
• Developing classroom safety protocols (masks, cleaning expectations, fixed seating, etc.)

• Identified alternative classroom spaces
Technology of Teaching

- Recommendations for blended delivery
- Steering committee for Academic Integrity technology
- Partnering w/ OIT to support hybrid/flex instruction
- Glossary of shared terminology (i.e.-remote instruction)
- Advising OIT on the implementation of a platform to deliver applications to faculty and students at any time, from any location using any device.

Pedagogy & Standards

- Communication of course information and schedules
- Remote office hours
- Accessibility of course materials
- Academic honesty/integrity
- Expectations for online learner activity / interaction
- Assessment of student learning, grading, and exams
- Instructional continuity and course design
Faculty Development

- Faculty “masterclass” on remote instruction
- Developed student resources to optimize online education
- Included online course development modules in the Teaching & Learning Forum
- Developing ongoing strategies to meet the teaching needs of faculty via surveys

Employee Wellbeing & High-Risk Accommodations

- Developing a decision tree for telework considerations and subsequent clarity of expectations for teleworking colleagues. Define telework criteria
- Recommendations for supervisor development in supporting employee mental health
- Exploring additional resources to support the ADA interactive process.
- Online forms are available now for employees who have accommodation concerns
- Phased return to work recommendations
Wellness & Family Resources
Employee Assistance Program

The Standard

3 free assessments and counseling sessions per issue. Can help with:

- Depression, grief, loss and emotional well-being
- Family, martial and other relationship issues
- Life improvement and goal-setting
- Addictions
- Stress & Anxiety
- Financial & Legal Concerns

Completely Confidential I 800-327-1833
Tele-Behavioral Health through IBC

- Virtual visits by phone or video chat with a licensed healthcare professional (including psychiatrists, psychologists, and counselors)
- Confidential online program can help you improve your emotional well-being with self-assessments, articles, videos, and personalized and guided therapy
- To locate a licensed professional who offers tele-behavioral health services, call 1-800-688-1911 or:
  - Log in at ibx.com. Select Value Added Services from the Health & Well-being menu, then select On To Better Health.
  - If this is your first visit, follow the prompts to complete the SmartScreener assessment.
Stop, Breathe & Think

Mindfulness App

- Available to all Independence Blue Cross members
- Free 60 day premium access
- Benefits of using Stop, Breathe & Think include effective ways to alleviate feelings of anxiety, reducing stress, breathing more mindfully, and much more.
- Please see more information on the Human Resources webpage.
Prioritize Self-Care

- Create boundaries around the consumption of media (social/email/texts), both professional & personal
- Maintain connections with others.
- Exercise patience, kindness and compassion toward yourself and others.
- Pay attention to your feelings and thoughts and know when to reach out for help.
Prioritize Self-Care

- Create structures to allow you to focus on select responsibilities and goals.
- Tap In/Tap Out
- Find time for things you love
- Reclaim a schedule
- Take breaks
Additional Resources

- Care.com – includes emergency/short-term child and elder care solutions

- Health Advocate (866-695-8622) – can assist with finding child and elder care as well as community resources

- State Resources – [www.uc.pa.gov/COVID-19](http://www.uc.pa.gov/COVID-19) - resources from county offices, food, utility, debt payment and childcare resources including link to Dept of Human Services FAQ’s for Families Needing Childcare
Questions?

Join us next month for our next HR Open Session!