

University of Maryland, Baltimore (UMB) / University of Maryland Medical System (UMMS) Recommendations and Policies Regarding COVID-19

Effective Date: March 12, 2020 at 6 p.m.

PRIMARY GOAL

Our primary goal is to protect faculty, staff, students, patients, and visitors. This guidance, which reflects public health recommendations made by subject matter experts, is intended to be appropriate to our location and mission, and may change at any time.

STEP APPROACH

The UMB President and UMMS President have decided to move to **Step 2** of the policy previously outlined on March 10, 2020. Additional edits have been made to the **Step 2** guidance from the March 10, 2020 document, so please refer to this current document for the latest UMB/UMMS policy.

INITIAL GUIDANCE

Individuals who are sick should be encouraged to stay home to limit spread of germs. Individuals who present with symptoms compatible with COVID-19 (defined as fever, cough, or difficulty breathing) should practice social distancing, should seek guidance from a healthcare provider, and should not be at UMB/UMMS.

SOCIAL DISTANCING

Social distancing should be encouraged in all situations. Per the CDC, social distancing means remaining out of congregate settings, avoiding mass gatherings, and maintaining distance (approximately 6 feet) from others when possible.

Social distancing and absence of symptoms are more important variables to consider than the number of people in a room.

COVID-19 TELEWORK POLICY

At the outset, we emphasize that we will remain open during any period of episodic telework. The UMB President or UMMS President declare that the transition to UMB/UMMS episodic telework will start on Saturday, March 14, 2020. The regular restrictions on teleworking are waived during this episodic telework period.

During this period of episodic telework, the goal is to dramatically reduce the number of people on campus. When this announcement is made, all employees who are able to work remotely are immediately reassigned to telework.

For specific UMB or UMMS telework policies, please refer to your organization for additional information.

The evaluation of the need to implement telework will be continuous.

NEW TRAVEL RULES AND ADVICE FOR EMPLOYEES AND STUDENTS

- (1) We prohibit work-related out-of-state travel.*
- (2) We strongly discourage personal travel outside of Maryland.
- (3) Travel related to a regular commute is permitted.
- (4) Travel of a guest to attend a campus event is prohibited.

We may restrict access to UMB or UMMS facilities for anyone who travels against this advice.

*There are the following exceptions to this subsection: (a) travel that is within 75 miles from the traveler's normal workplace for essential clinical or client matters. Granting an exception requires the approval of the Dean (with advance notification to the Provost) for UMB employees, students or faculty practices, or UMMS Executive for UMMS employees. This decision will be made based on information at the time the individual has chosen to travel; or (b) Travel to return home by an individual already travelling at the outset of Step 2.

GATHERINGS

We have defined several different types of gatherings: administrative meetings; classes/education; UMB/UMMS-hosted events for internal or external audiences; on-campus events hosted by a non-UMB/UMMS organization; off-campus events attended by UMB/UMMS personnel; Commencement; patient care-related gatherings; recruitment/admissions; and laboratory research. See below for specific guidance for each category.

ADMINISTRATIVE MEETINGS

In-person meetings will be prohibited. In light of the telework policy, all other meetings should be moved to virtual means or canceled. A Dean, Vice President or UMMS Executive can make an exception on a case-by-case basis for a meeting deemed essential to critical operations (e.g. clinical team meetings) that must occur in-person that can be achieved with social distancing.

PATIENT CARE-RELATED GATHERINGS

Please refer to UMMS or individual health care facility guidance regarding gatherings that involve managing patient care.

CLASSES/EDUCATION

Any class in which technology can be used to deliver instruction virtually should be transitioned to that method as soon as possible. Any class that currently cannot be delivered virtually may be delivered in-person with appropriate social distancing through Saturday, March 14, 2020.

After Saturday, March 14, all in-person didactic instruction is suspended through at least April 5, 2020 and replaced with an alternative means of delivery.

Students and faculty should be prepared for the possibility that the remainder of in-person classes for this semester will be delivered virtually.

Special consideration should be made for students who are near graduation so that they fulfill their requirements of graduation.

Education formats such as clinical, lab, small simulation, field placements, internships, and other similar experiences may continue with approval from the Dean (in consultation with the Provost). Please see the Clinical Rotations for Students guidelines that were provided on Monday, March 2, 2020 that still apply. Here is that link:

<https://www.umaryland.edu/president/letters-to-the-umb-community/umb-clinical-guidance.php>

We will reevaluate this policy section as needed.

UMB/UMMS-HOSTED EVENTS FOR INTERNAL OR EXTERNAL AUDIENCES

UMB/UMMS-hosted events scheduled on or before April 5, 2020 will be canceled.

For events scheduled after April 5, 2020, it is advised that event hosts consider COVID-19 risks and advice from government health officials along with other factors that trigger a “go/no-go decision”. Please keep in mind that COVID-19 risks may cause cancelation of events in the foreseeable future.

We will reevaluate this policy concerning events on an ongoing basis.

ON-CAMPUS EVENTS HOSTED BY A NON-UMB/UMMS ORGANIZATION

All on-campus events hosted by a non-UMB/UMMS organization are canceled until April 5, 2020 until further notice.

OFF-CAMPUS EVENTS ATTENDED BY UMB/UMMS PERSONNEL

We recommend that you follow the guidance provided above in the “UMB/UMMS-hosted events for internal or external audiences” section.

COMMENCEMENT

UMB will make a decision on commencement activities no later than April 5, 2020.

STUDENT RECRUITMENT/ADMISSIONS

Student recruiting and admissions in-person events are prohibited until further notice.

LABORATORY RESEARCH

For students, post-doctoral fellows and faculty, implementation of the six feet social distancing rule in research laboratories is recommended. Further guidance on research is forthcoming