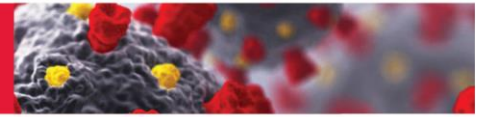




UNIVERSITY
of MARYLAND
BALTIMORE

UMB RETURN TO CAMPUS FRAMEWORK

March 31, 2021



EXECUTIVE SUMMARY

The past year has proved that the University of Maryland, Baltimore (UMB) community is strong, resilient, and committed to our mission. We have prioritized the health and safety of each other and our community while continuing our research mission and delivering excellent education for our students. We have taken the necessary precautions to inhibit the spread of COVID-19, led in the response to the pandemic, and cared for those facing COVID-19 and its impacts. Across our seven schools, faculty, staff, and students have reformatted, adjusted, and changed activities as needed while achieving so much toward our mission despite the tough circumstances.

We have gotten to this point because of each of you. Thank you for your extraordinary efforts.

Since May 2020, UMB has followed its [Recovery Framework](#), which has guided University continuity and restoration of education, research, and administrative functions throughout the COVID-19 pandemic. The Recovery Framework identified June 2021 to May 2022 as the “long-term planning period.”

As we approach June 2021, indicators point to an optimistic public health and safety situation that likely will allow UMB to pivot toward a robust, meaningful return to campus. This return to campus is vital to fostering UMB’s community of scholars, learners, researchers, care providers, staff, and neighbors. Although we achieved successes with many of us working in a virtual environment over the past year, UMB is best able to fulfill our mission with a large on-campus presence of our incredible students, faculty, alumni, community partners, and visitors. The UMB community thrives on being together for core in-person teaching and research functions and for quick conversations in hallways and sidewalks that turn into solutions, from accessing the range of on-campus resources to our focus on the importance of interprofessional education and the ability to connect with patients and clients. We are better together — safely.

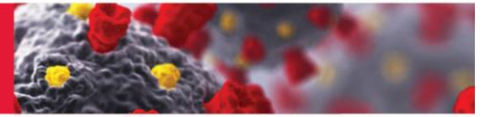
This update guides planning for the Return to Campus (RTC) phase, focusing on Summer 2021 and the Fall 2021 semester.

Return to Campus will occur in a phased approach:

- **Starting June 1:** Each school and unit will gradually increase its on-campus density in a responsible yet meaningful way.
- **Fall 2021 semester:** UMB will strive toward a high percentage of in-person activities, consistent with each school’s and administrative unit’s needs.

GUIDING PRINCIPLES

- The safety of members of the University community is paramount. We expect, for the foreseeable future, that UMB will have to take public health precautions such as face covering requirements in public places and physical distancing practices, even as vaccination becomes more prevalent.
- UMB’s core values, vision, and mission — to improve the human condition and serve the public good of Maryland and society at-large through education, research, clinical care, and service — will inform strategic decision-making.
- Ensuring issues pertaining to diversity, equity, and inclusion will be a priority throughout the decision-making process at all levels.
- UMB’s commitment to shared governance participation will continue to be honored during the recovery planning process.
- Return planning is a dynamic process. Deans and vice presidents are strongly encouraged to prepare multiple plans based on other assumptions to provide units with the most flexibility as circumstances change.
- UMB is a family-friendly university, and we encourage supervisors and colleagues to consider the impact of K-12 school reopenings, child care arrangements, and family caregiver issues upon their return to campus, within reason based upon current guidelines.
- UMB will coordinate, to the extent practical and feasible, recovery with the University System of Maryland (USM),



the University of Maryland Medical System (UMMS), and other key partners.

- UMB will, in coordination with our ongoing Strategic Planning process, look for innovative ideas to deliver academics, research, and service as public health conditions improve.

PUBLIC HEALTH CONSIDERATIONS

UMB will continue considering a variety of factors in decision-making and planning for the safe return of students and employees to campus. In determining the risks to public health, UMB's considerations will include:

- Government and public health restrictions and guidelines
- USM and UMMS requirements and recommendations
- COVID infection metrics such as positivity rates, numbers of infections/deaths, and hospitalizations
- Campus vaccination rates and conditions from SAFE on Campus and COVID-19 Hotline data
- Evidence on how best to prevent transmission of the virus, especially in higher-risk work environments
- Impacts to individuals at higher risk of COVID-19 complications
- Scientific developments and availability of vaccines and therapeutics

SUMMER 2021

Planning Assumption for June 2021 – August 2021:

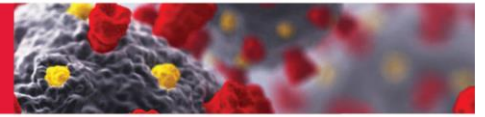
- COVID infections, hospitalizations, and deaths will continue to decrease and remain low.
- We anticipate that a majority of UMB employees and students will have received vaccination by June 1.
- Regardless of vaccination status, personnel on campus will continue to adhere to the aggressive practice of non-pharmaceutical interventions (NPIs) to create a safe environment that limits exposure and disease transmission.
- If COVID variants substantially increase positivity rates, we may need to adjust campus density.

Prepare to implement these activities:

- Deans and vice presidents create plans for the return of on-campus activities. Schools and units will carefully increase in-person activities in a responsible yet meaningful way. Plans and procedures for return must be appropriate to each unit (in consultation with the Recovery Task Force), and those plans will be vetted and approved at the appropriate level of supervision.
- Schools and units should continue to comply with the "Rules and Expectations of Telework During Pandemic Circumstances" taken from the COVID-19 Status of Operation and Telework Policy. The number of telework days may decrease as schools and units carefully increase in-person activities in a responsible yet meaningful way.
- Schools and units should aim to limit their on-campus density of office employees to no more than approximately 50 percent of employees. However, schools and units that (1) conduct activities that are not conducive to such capacity limitations; or (2) can provide adequate distancing and safety measures for some functions (e.g., large percentage of employees in individual offices) may develop plans that provide increased density and also ensure the safety of employees, students, and visitors. In clinical settings, additional guidance may be necessary.
- Employees already working on campus should continue performing their job duties consistent with safety protocols.

Prepare to implement these protective and safety measures:

- Continued adherence to the UMB face covering policy
- Maintaining physical distancing largely in accordance with Centers for Disease Control and Prevention (CDC) guidance
- Ongoing symptom monitoring, COVID-19 testing as appropriate, and contact tracing
- The ongoing practice of aggressive sanitation and hygiene practices (e.g., hand washing, staying home when sick)



- Limitations on domestic and international UMB-related travel in accordance with UMB guidelines and CDC and state of Maryland guidance
- Other measures, as appropriate

FALL 2021

Planning Assumption for August 2021 – December 2021:

- We anticipate that a majority of adult residents in Maryland, and more than two-thirds of UMB employees and students, will have received an effective COVID-19 vaccination.
- Regardless of vaccination status, personnel on campus will continue to adhere to the practice of non-pharmaceutical interventions (NPIs), as appropriate based on the public health situation, to create a safe environment that limits exposure and disease transmission.

Prepare to implement these activities:

- Further increase the return of employees and students on campus. Plans and procedures for return must be appropriate to each unit (in consultation with the Recovery Task Force), and those plans will be vetted and approved at the appropriate level of supervision.
- A new telework policy, appropriately vetted with key stakeholders and intended to represent a reimagined UMB, will be implemented.
- Each dean and vice president should address employees working out-of-state in keeping with the new UMB Out-of-State Work Policy that will be in effect.
- Schools and units should aim to limit their on-campus density of office employees, to the extent possible or practical, to no more than approximately 80 percent of employees at a time. However, schools and units that (1) conduct activities that prohibit such capacity limitations; or (2) can provide adequate distancing and safety measures for some functions (e.g., large percentage of employees in individual offices) may develop plans that provide increased density plans and also ensure the safety of employees, students, and visitors. In clinical settings, additional guidance may be necessary.
- Employees already working on campus should continue performing their job duties consistent with safety protocols.

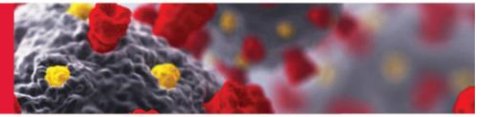
Prepare to implement these protective and safety measures:

- Continued adherence to the UMB face covering policy in effect at that time
- Maintaining physical distancing largely in accordance with CDC guidance in effect at that time
- Ongoing symptom monitoring, COVID-19 testing as appropriate, and contact tracing
- The ongoing practice of aggressive sanitation and hygiene practices (e.g., hand washing, staying home when sick)
- Limitations on domestic and international UMB-related travel in accordance with UMB guidelines and CDC and state of Maryland guidance
- Other measures, as appropriate

RECOVERY TASK FORCE

The 12 focus areas of the Recovery Task Force (RTF) will continue to develop, recommend, and implement solutions to overcome the challenges and new circumstances posed by the pandemic. RTF consists of over 200 individuals and works in partnership with other recovery-related efforts in schools, units, and across the University, including the Diversity Advisory Council's [COVID-19 DEI Workgroup](#).

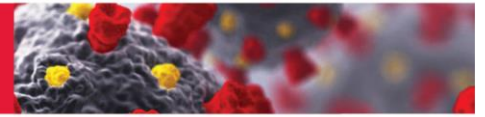
Focus Areas develop recommendations that define Return to Campus guidelines under the COVID-19 operating status. A description of the focus area scope offers insight around UMB's strategy for returning to campus.



RTF Focus Area & Leadership	Return to Campus Scope
Campus Operations Karen Park & Alex Zouras-Wieneke	Recommends policies to address COVID-related operational impacts; prepares campus facilities to enable a safe and responsible return, including but not limited to: implementing physical distancing protective measures and proactive HVAC maintenance.
Co-Curricular Patty Alvarez & Flavius Lilly	Recommends policies and actions for various student affairs and student-related services and activities, such as student wellness and recreation, housing, and other co-curricular experiences.
Communications Laura Kozak & Becky Ceraul	Recommends and coordinates communication strategies for the Return to Campus initiative, including but not limited to: designing new signage, web content, and interactive virtual events.
Community Jane Shaab & Brian Sturdivant	Recommends policies to address COVID-related community impacts and collaborates with community partners to support the return of programs and initiatives related to community services, education, and health care.
Didactic Learning Karen Faraone & Barbara Gontrum	Recommends policies that enable and facilitate in-person and virtual teaching and learning, and coordinates to ensure classrooms are equipped to handle hybrid learning in a safe and accessible manner.
Experiential Learning Donna Parker & Sam Little	Recommends policies for students participating in clinical and experiential sites, including but not limited to: establishing standards for personal protective equipment, guidelines for safe clinical activities, and in-person simulation labs.
Finance Scott Bitner & John Jensen	Manages COVID-19 cost recovery and supports Focus Areas in financial forecasting and budgetary needs.
Human Resources Juliet Dickerson & Cherita Adams	Recommends policies for the workplace, including but not limited to: telework, out-of-state employees, family-first practices, and supervisor guidance.
Information Technology Zia Mafaher & Sharon Bowser	Provides technical support, manages IT infrastructure, and recommends technology for in-person learning.
International Virginia Rowthorn & Amy Ramirez	Recommends policies for student and employee international travel, health, and safety, and provides guidance on immigration matters, international travel, and other areas of concern specific to international students and scholars.
Research Advisory Task Force Laurie Locascio & Peg McCarthy	Recommends policies to prioritize the return of researchers, research activities, and practices for ensuring health and safety within laboratories.
University Health Steve Deck	Recommends policies for health and safety practices for UMB-owned and -operated facilities, including but not limited to: face covering guidance, testing requirements, physical distancing parameters, and best practices for COVID-19 protective measures for classrooms, laboratories, and offices. This Focus Area is the lead for COVID-19 safety practices and coordinates to support other recommendations.

Table 1 Recovery Task Force Leadership and Return to Campus Scope

UMB RETURN TO CAMPUS FRAMEWORK

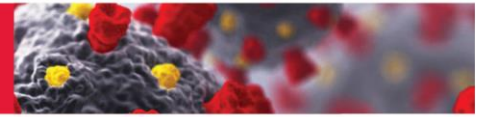


TIMELINE

UMB is engaging in intentional planning for the safe and deliberate Return to Campus (RTC). This timeline highlights UMB's planning process based upon the planning assumptions.

Mid-term (Sept. 2020 – May 2021)	May - October 2020	Start of Fall 2020 semester
	Oct. 8, 2020	President's Letter: Spring Semester 2021
	December 2020	UMB Vaccine Clinic planning
	Jan. 4, 2021*	Start of Spring 2021 semester
	Jan. 6, 2021	UMB Vaccine Clinic Opens
	Jan. 27, 2021	President's COVID-19 Updates: Telework, Travel, Testing, Support, and Vaccinations
	March 2, 2021	President's Statement of Intent for Summer and Fall Semester
	March 31, 2021	President's Status Update: Statement of Intent
	March & April 2021	Schools/units RTC planning
	April & May 2021	Deans/vice presidents present RTC plans to the Crisis Management Advisory Group (CMAG)
Long-term (June 2021 – May 2022)	June 1, 2021*	Start of Summer 2021 & RTC implementation
	June 2021	Each school and unit will gradually increase its on-campus density in a responsible and meaningful way
	July 2021	Deans/vice presidents present Fall 2021 RTC plans to CMAG
	August 2021*	Start of Fall 2021 semester
	August-September 2021	Schools/units implement RTC plans

Table 2 General Planning Timeline. Dates with * vary by Program



PREPARING FOR A HYBRID WORK ENVIRONMENT

Our response to the COVID-19 pandemic has demonstrated the University’s ability to adapt and overcome ever-changing conditions. As UMB prepares for its Return to Campus, learning and working will resume in person, and in some cases continue virtually. Many students and employees will participate in both, and it is important to understand how in-person and virtual activities look as UMB pivots toward a return. Clinical learning opportunities should proceed as safety conditions permit; individual deans or their designee may approve clinical site placements for students after safety protocols are reviewed. Community activities should ramp up in Summer 2021, albeit at reduced densities and following all appropriate safety protocols. UMB will keep its COVID-19 website, umaryland.edu/coronavirus, updated with the latest information and pertinent frequently asked questions.

IN-PERSON ACTIVITIES

Employees and students returning to campus can expect changes to common areas, classrooms, and laboratories. Some COVID-19 safety guidelines and requirements will remain for the foreseeable future, and those returning should uphold all University safety guidelines and practices to keep UMB safe. Campus infection prevention precautions will be re-evaluated as local, state, and federal guidance changes, and align as appropriate with UMMS and USM best practices. Several practices are highlighted but are not limited to the below.

Prevention Practice	Summer 2021 Expectation
Face Coverings	Face coverings or “face masks” are required in accordance with the UMB Face Covering Policy and when the CDC updates its guidance.
Campus Density	Campus is gradually increasing density in a responsible and meaningful way. Research laboratories are operating at 75 percent occupancy as of April 2021, and may ramp up further. Essential support staff will continue to have an on-campus presence, along with office employees. Schools and units should aim to limit their on-campus density of office employees to no more than approximately 50 percent. Experiential and didactic education, and community activities, can continue to expand with physical distancing, or unless otherwise specified.
Physical Distancing	Six-foot physical distancing requirements will remain in effect, unless otherwise specified or circumstances change. Classrooms, office space, and break rooms will be set up for 6-foot distancing and room occupancy will adjust to achieve this outcome.
Testing	Periodic testing will remain in place, but may adjust to account for individuals who are vaccinated, symptomatic, and experience high-risk exposures.
Gatherings and Meetings	Indoor and outdoor gatherings and meetings should be limited in frequency and the number of attendees who are physically present (vs. participating virtually). Current physical distancing and face covering requirements must be followed; larger size meetings require dean or vice president approval.
Cleaning and Disinfection	Routine cleaning continues with an emphasis on high-touch areas. Many areas have hand sanitizer stations and Point of Use carts to disinfect shared seating areas.
Domestic and International Travel	UMB continues to prohibit work-related, out-of-state travel, with very limited exceptions. Domestic out-of-state travel is permitted if essential to the University’s mission. Domestic and international travel requires approval by a dean or vice president. International travel for students is allowed in exceptional circumstances, through Dec 31, 2021, after consultation with the provost and deans, as applicable.
Visitors	Staff or faculty requesting a visitor presence on campus should receive prior approval by their dean or vice president. Health and safety requirements are in place, commensurate to the visitor’s duration and frequency.