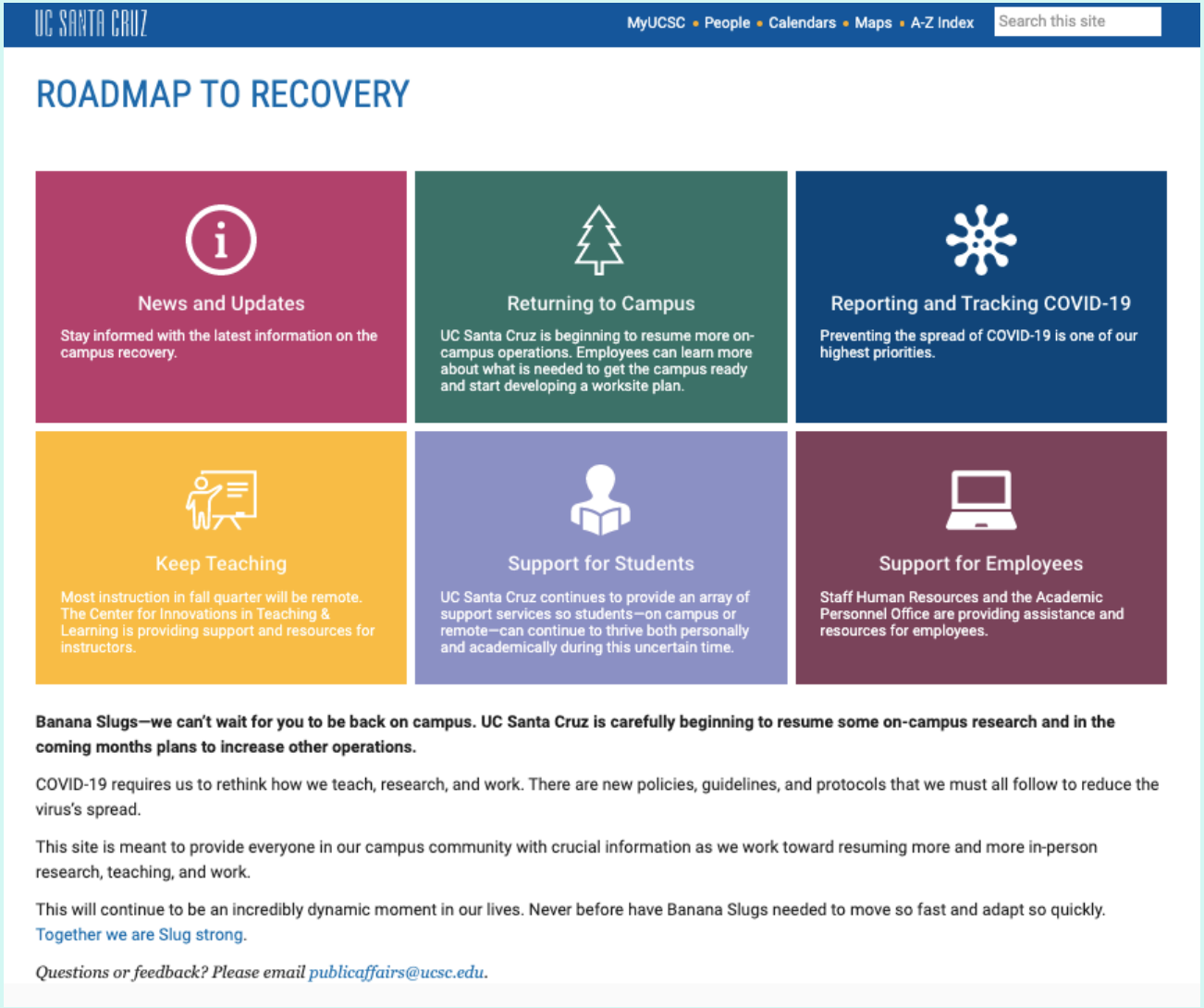
COVID-19 PLANNING UPDATE

Operations and Employee Recovery and Resiliency Task Force

October 23, 2020

Thank you Slugs!

UCSC COVID-19 Recovery Site



recovery.ucsc.edu

California Blueprint Model

WIDESPREAD Many non-essential indoor business operations are closed	**More than 7** Daily new cases (per 100k)	**More than 8%** Positive tests
SUBSTANTIAL Some non-essential indoor business operations are closed	**4-7** Daily new cases (per 100k)	**5 – 8% and** **5.3 – 8% health equity metric** Positive tests
MODERATE Some indoor business operations are open with modifications	**1 – 3.9** Daily new cases (per 100k)	**2 – 4.9% and** **2.2 – 5.2% health equity metric** Positive tests
MINIMAL Most indoor business operations are open with modifications	**Less than 1** Daily new cases (per 100k)	**Less than 2% and** **Less than 2.2% health equity metric** Positive tests

California Blueprint Model for Higher Education

Other sector guidance from the state and guidelines from other agencies also frame our operations.

Purple: Widespread – Tier 1: Lectures prohibited.

Red: Substantial – Tier 2: Lectures are permitted but must be limited to 25% capacity or 100 people, whichever is fewer, with modifications.

Orange: Moderate – Tier 3: Lectures are permitted but must be limited to 50% capacity or 200 people, whichever is fewer, with modifications.

Yellow: Minimal – Tier 4: Lectures are permitted but must be limited to 50% capacity, with modifications.

Other examples

- Limit, to the greatest extent permitted by law, any nonessential visitors or volunteers from accessing campus.
- In-person activities or meetings involving external groups or organizations are not allowed at this time.
- Close nonessential shared spaces, such as game rooms and lounges; for essential shared spaces, stagger use and restrict the number of people allowed in at one time.

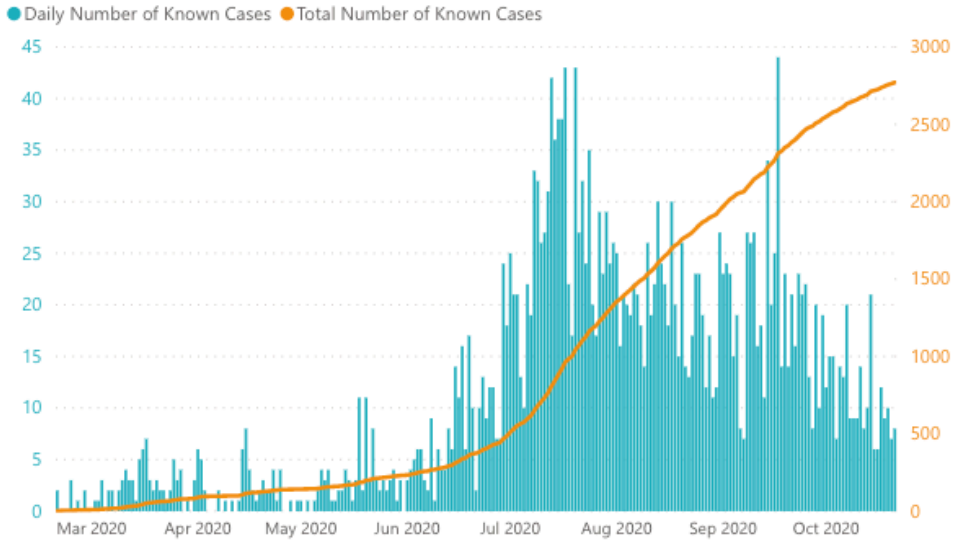
Santa Cruz County Status

COVID-19 Data Dashboard: Counts of Known Cases Among Santa Cruz County Residents

For additional dashboard details and data definitions select the information icon:

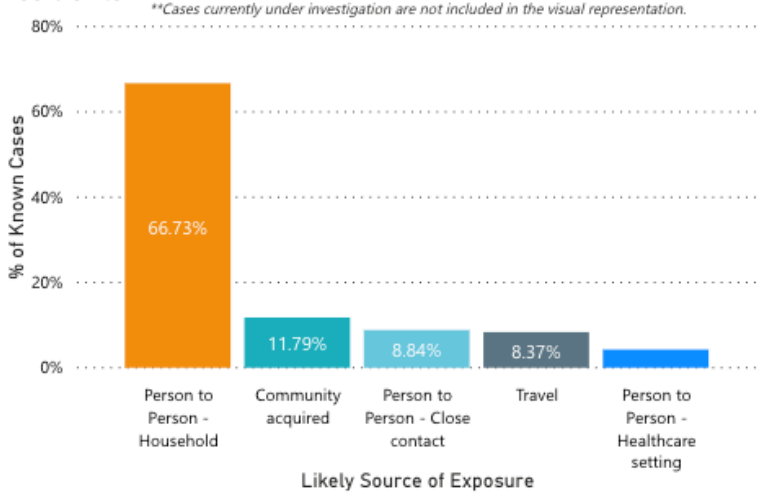
2,771	= 205	+ 2,541	+ 25	182	57,423
Total known cases of COVID-19	Active known cases	Recovered known cases	Deaths due to COVID-19	Required hospitalization while ill with COVID-19	Total number of negative lab test results

Epidemic curve and total count of known cases



Identified most likely source of exposure to COVID-19 for known cases of COVID-19 among Santa Cruz County residents

**Recent cases may not be included in the visual representation.*
***Cases currently under investigation are not included in the visual representation.*



Data represents Known Cases of COVID-19 among residents of Santa Cruz County, by date reported to the Communicable Disease Unit (CDU) from health providers or electronic lab reporting. Data is provisional and subject to change. It is important to look at trends over time when reviewing these data rather than drawing conclusions from any individual data points, as data can change based on additional reporting and case investigation. Data was extracted from the California Reportable Disease Information Exchange (CalREDIE). Dashboard was developed by the Epidemiology & Surveillance Division of the CDU for Santa Cruz County.

Last refreshed 10/23/2020, 08:09; updated with data entered into CalREDIE as of 10/22/2020, 17:00

DRAFT Winter 2021 Strategy

The following represents the draft winter strategy. This is subject to change.

INSTRUCTION

Most instruction will be remote, with the exception of a small number of classes (e.g. laboratory, studio, field research, etc)

Whether in-person or remote, the campus is committed to the values of fostering community, ensuring accessibility, and facilitating deep learning across and beyond the academic curriculum.

HOUSING

Those without suitable alternative living arrangements will again be prioritized.

Additional students may be accommodated, space permitting. Quarantine and isolation space will be set aside.

RESEARCH

Research began ramping up in May and will continue to do so in the lead up to fall.

Square footage ratios and lab layout dictate the number of people allowed in lab spaces.

OPERATIONS

Those operations that can continue to be remote should continue to do so.

Operations will be assessed for in-person resumption based on service, particularly those required on-site to support instruction, housing and research.

Six Elements of campus mitigation strategy

GUIDING PRINCIPLES OF UCSC PLANNING:

- The health and wellbeing of students, employees, visitors, and members of the broader community will be at the forefront of all planning and decisions;
- The institutional mission of teaching and research (regardless of method of instruction) will be prioritized;
- All activities and operational plans will comply with current governmental orders and guidance, including CDC Guidance for Higher Education Institutions, California Department of Public Health (CDPH), Santa Cruz County Public Health, Santa Clara Public Health, Monterey County Public Health Department, OSHA Guidance, American College Health Association Guidance, and EEOC Guidance. In addition, in-person resumption planning must comply with the University of California Consensus Standards for Operation of Campus;
- There will be clear policies and protocols for what is expected of community members and mechanisms in place to educate, promote and enforce compliance;
- Campus community members will be expected to embrace their social responsibility for each other by abiding by state and local orders and University policies and protocols.

UCSC COVID-19 Testing Matrix

- Testing populations, mandates and frequencies are subject to change based on campus and local conditions, state/county requirements, or other factors.
- "On site" refers to any UCSC owned or operated facility where students or employees come to live, work or otherwise engage in programs, services and activities; includes UCSC sponsored programs, meetings, field research, etc., hosted at off site venues

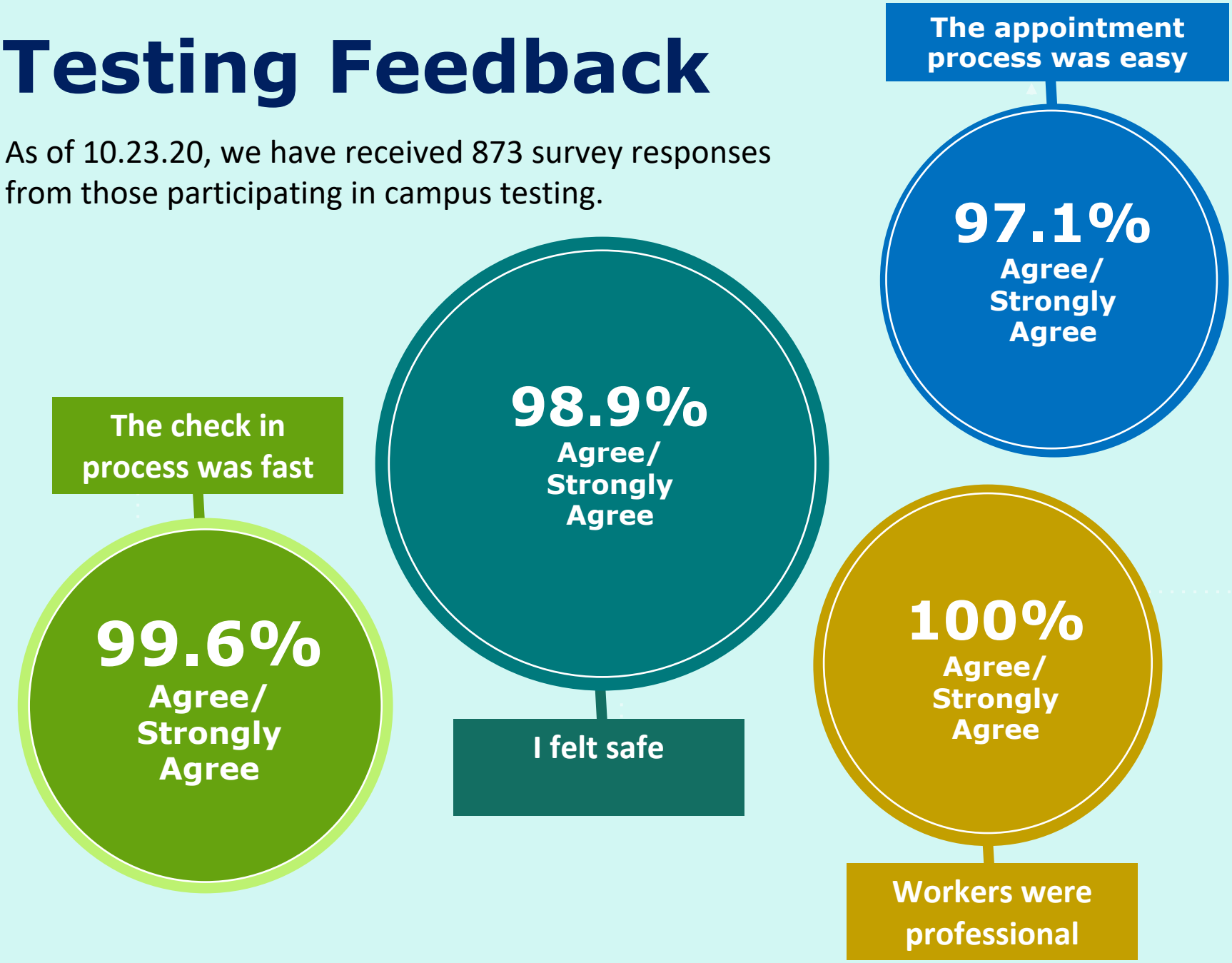
Population	Frequency Now	Type
UG & Grad Students Who: **• live in University housing or are on-site for any reason**	Once/week	Mandatory
UG & Grad Students Who: **• live in Santa Cruz County and do not come on-site**	Once/week	Voluntary
Live-in Residential Staff	Once/week	Voluntary
Employees and Faculty on site: **• including but not limited to teaching, research, holding off-site university meetings, field research, periodic visit to office, studio, UCSC facility or worksite**	Up to Once/month	Voluntary
Any Student Who: **• is symptomatic** **• was exposed to Covid-19 + person**	As needed	Direct consult with Student Health Services

Testing Lab Compliance

- SARS-CoV-2 diagnostic testing is carried out under the regulations of the Clinical Laboratory Improvement Amendment (CLIA) and adhere to all reporting requirements of the California Department of Public Health and Santa Cruz County Public Health.
- The test being used was developed and validated by the UCSC Molecular Diagnostic Laboratory (MDL) specifically to detect SARS-CoV-2.
- This test has been approved by our Clinical Laboratory Improvement Amendments (CLIA)-certified lab director and has been validated under CLIA by successfully comparing its performance to a Food and Drug Administration (FDA) Emergency Use Authorized test and in accordance with FDA guidelines for molecular diagnostic tests performed in a single high-complexity CLIA laboratory such as ours.

Testing Feedback

As of 10.23.20, we have received 873 survey responses from those participating in campus testing.



Testing & Campus Case Counts

CAMPUS TESTING PROGRAM WEEKLY STATS:

- **Total number of tests run during week: 1426 (1302 students/124 employees)**
- **Total number of positives during week: 0**
- **7-Day positivity rate: 0%**
- **14-Day positivity rate: 0%**

Since the beginning of the COVID-19 pandemic, a total of 20 cases have been reported among the campus community.

Tracking COVID-19

Total	20
Current Campus Cases (residing off campus in Santa Cruz County[1])	1
Current Campus Cases (residing on campus in Santa Cruz County[1])	0
Current Campus Cases (residing outside Santa Cruz County[2])	0
Recovered cases	18
Deaths	1

Campus COVID-19 summary

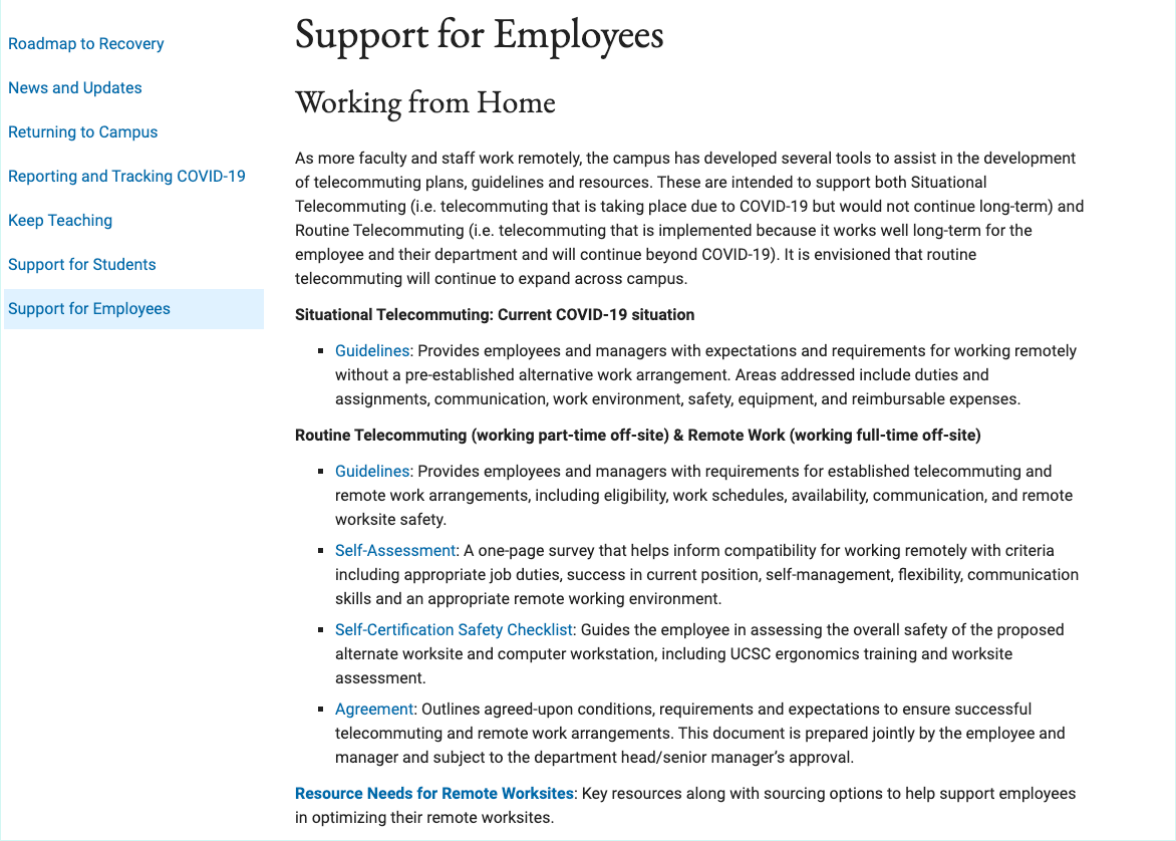
1. These cases are reported to the campus from the Santa Cruz County Health Services Agency
2. These cases are self-reported by campus community members to UC Santa Cruz

Leveraging Opportunities

The Levering Opportunities Workgroup is focused on telecommuting and opportunities to optimize and simplify processes as well as identify and prioritize critical workflow or productivity software.

A new set of tools was released to assist managers and employees with putting in place both Situational and Routine Telecommuting arrangements.

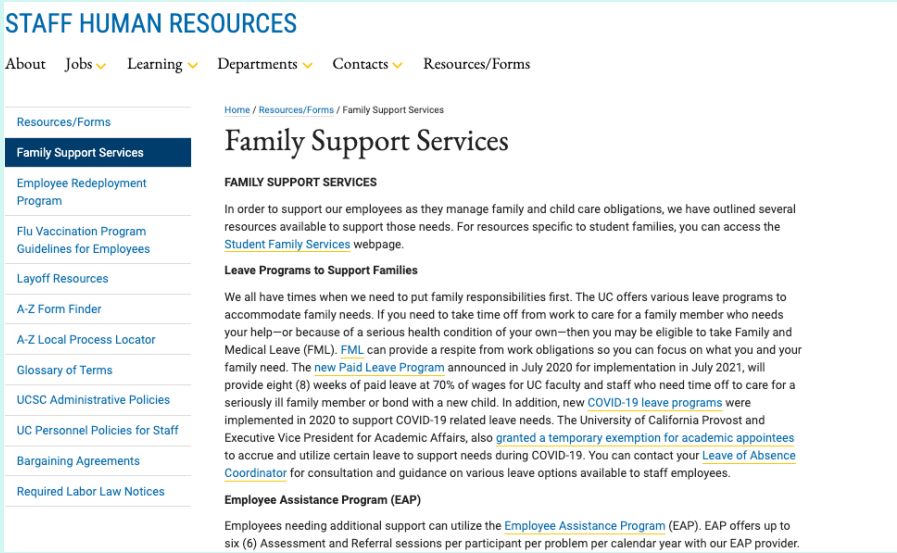
We are hosting a Telecommuting Roundtable on **November 20th from 1:00 pm to 2:30 pm.**



https://recovery.ucsc.edu/support-for-employees/

Family Services Webpages

A new Family Services Webpage brings multiple services together in one place for employees: https://shr.ucsc.edu/resources-forms/family-support-services.html



STAFF HUMAN RESOURCES

About Jobs Learning Departments Contacts Resources/Forms

- Resources/Forms
- Family Support Services
- Employee Redeployment Program
- Flu Vaccination Program Guidelines for Employees
- Layoff Resources
- A-Z Form Finder
- A-Z Local Process Locator
- Glossary of Terms
- UCSC Administrative Policies
- UC Personnel Policies for Staff
- Bargaining Agreements
- Required Labor Law Notices

Home / Resources/Forms / Family Support Services

Family Support Services

FAMILY SUPPORT SERVICES

In order to support our employees as they manage family and child care obligations, we have outlined several resources available to support those needs. For resources specific to student families, you can access the Student Family Services webpage.

Leave Programs to Support Families

We all have times when we need to put family responsibilities first. The UC offers various leave programs to accommodate family needs. If you need to take time off from work to care for a family member who needs your help—or because of a serious health condition of your own—then you may be eligible to take Family and Medical Leave (FML). FML can provide a respite from work obligations so you can focus on what you and your family need. The new Paid Leave Program announced in July 2020 for implementation in July 2021, will provide eight (8) weeks of paid leave at 70% of wages for UC faculty and staff who need time off to care for a seriously ill family member or bond with a new child. In addition, new COVID-19 leave programs were implemented in 2020 to support COVID-19 related leave needs. The University of California Provost and Executive Vice President for Academic Affairs, also granted a temporary exemption for academic appointees to accrue and utilize certain leave to support needs during COVID-19. You can contact your Leave of Absence Coordinator for consultation and guidance on various leave options available to staff employees.

Employee Assistance Program (EAP)

Employees needing additional support can utilize the Employee Assistance Program (EAP). EAP offers up to six (6) Assessment and Referral sessions per participant per problem per calendar year with our EAP provider.

The Family Services Webpage for students can be found here: https://studentsuccess.ucsc.edu/students-as-parents/index.html

Students as Parents

- Childcare and Schooling
- Communities
- Emergency Services
- Enrichment for Children
- Financial Aid
- Food Security
- Health & Wellness
- Housing
- Lactation Rooms
- Transportation

Home / students-as-parents

Students as Parents

(Photo by Carolyn Lagattuta)

Students as parents face unique challenges and often have competing responsibilities between their work and home lives. Here are important links and resources – compiled by students who are parents working in conjunction with campus programs that support undergraduate and graduate students who are raising children at UC Santa Cruz.

Included is information on:

- Childcare and schooling
- Communities
- Emergency services
- Enrichment programs for children
- Financial aid
- Health and wellness
- Housing
- Lactation rooms
- Transportation

Manager and Supervisor Training

Leading Remote and Hybrid Teams

This session will provide:

- An overview of the trend towards distributed workforces, including the advantages and challenges of the model
- A review of the changing work model and best practices for building parity and productivity across your team
- Practices to establish a consistent team culture in a time of change
- Opportunities to ensure engagement and safety for those whom you supervise
- This training is geared towards professionals who supervise or manage full time staff.

Monday, October 26, 2020; 10:30AM-12PM (via Zoom) – Register Here!
Tuesday, November 3, 2020; 10 - 11:30AM (via Zoom) – Register Here!
Thursday, November 12, 2020; 2 - 3:30PM (via Zoom) – Register Here!
Thursday, November 19, 2020; 9 - 10:30AM (via Zoom) – Register Here!

For more information about the variety of training and programming offered, check out the Learning and Development website. https://shr.ucsc.edu/training/index.html

Questions?