FACULTY MEETING MINUTES
Monday, June 29, 2020
2:00 p.m.

David Greene:

I am thrilled to announce the gift of Ann Clark Wolff and Tim Wolff for humanistic inquiry in honor of Margaret. Naming it for Margaret was their idea. This is so fitting as a means of honoring people who have done extraordinary work.

It is really important to support humanities in various ways. This new fund results from faculty efforts to support faculty research in humanities. Special thanks goes to Adrianna Paliyenko and Kerill O’Neill for spearheading this initiative, as well as Michael Burke for the recently established writer-in-residence program.

Thank you to all faculty who were involved in thinking about reopening for next year. I’m glad that ultimately the faculty recommended simplicity: don’t mess with structure of semester, curriculum, etc. And a special thanks to Kevin Rice and Andrea Tilden for their work on the public health dimension of these issues.

Thank you to all staff who worked on the ten task forces that contributed to this decision-making process.

Thank you to everyone: this has been a difficult time for all of us. We want to continue to think together and work together as we find ways for Colby to best meet the needs of the present moment and to have a broader impact on the world.

Our goal for this meeting will be to start with providing a lot of information, and then opening to questions.

Thank you to the Faculty Steering Committee for its support and guidance throughout the process.

Margaret McFadden:

I hope you’re all doing well and have taken some time to rest and recharge. The last couple of months have been extremely stressful so for many reasons. We have a lot of losses to grieve and not much mental space to do so.

We’re in the midst of a long overdue national reckoning with injustice and inequality. That pain is overwhelming to so many of us, and we’ve been thinking hard about how to respond and support and care for the wellbeing of community members who have been most directly impacted by racism and white supremacy. We plan to redouble efforts to
create a truly inclusive community when we come back this fall. If you’re interested in contributing to these efforts, please be in touch.

Here is the plan, which operated from the premise of “safety first.” We believe that we can reopen safely, but it’s going to be different than what we are used to.

Residential liberal arts education is what we do best, and here’s our plan for doing so safely.

David Greene:

We’re taking some dramatic steps to keep the community safe, including limiting faculty time on campus. Margaret, Russ, and I will be on campus regularly, but you have lots of options if you’re feeling uncomfortable.

Our top-level goals, which haven’t changed since March are:

- Health and safety of the community.
- Highest quality Colby education — we did a great job remotely, but it wasn’t highest quality and it was qualitatively different from the on-campus experience.
- Protecting employment and benefits of faculty and staff — we’re an outlier in this respect, including peer institutions with more financial resources, but that’s critical to who we are.

Operating principles:

- Guided by science.
- Nimble and prepared to adapt.
- Keep it simple whenever possible — we want to keep things as normal as possible.

Multiple, integrated layers of protection — we will have a suite of plans that create protection for our campus community.

Testing is critical: we’re doing more testing than any other college.

- We will conduct about 80,000 tests in our community this fall. So far, there have been 90,000 COVID tests in all of Maine.

We are expanding mental health support. We will have a daily self-assessment app that has proven effective in other contexts. There will be a social compact and accountability to a new set of rules, with a focus on building buy-in from the start for actions that protect people’s own safety and that of others. There will be face covering requirements on campus, social distancing, health education, and medical accommodations for high-risk individuals.
We’re going to limit access to the campus as much as possible. We will test Colby community members regularly and not invite to campus people who are not within the “testing bubble”.

- The libraries, athletics center, chapel, etc. will only be open to people who are within the testing protocol.
- We will not have any large events.

We’re working with excellent public health partners:
- Michael Mina of Harvard Chan School of Public Health has been our principal advisor.
- Katrina Armstrong, physician-in-chief of Mass General is a key institutional partner with significant COVID experience.
- The Broad Institute, one of the leading scientific institutes in the country, will be our testing partner.

Health management

Everyone in the community (students, faculty, staff) will be tested pre-arrival and upon arrival, as well as three times a week for the first two weeks and twice a week thereafter.

- The number of tests is important because it takes 5–6 days from infection to contagion. Weekly tests would miss people, but biweekly should catch people before they’re contagious. This is the gold standard and should enable us to keep any infection to a very low rate (below 1%).

We will use a protocol of contact tracing and isolation at a hotel off-campus.

Here is how testing will work in practice. We’ll use a self-administered minimally invasive lower nasal test. Colby will send tests to the Broad Institute daily, and results will come back within 24 hours. Test records will be kept separate from regular employment files to ensure privacy.

Each individual will have a scheduled time to turn in their test, which will be linked to the specific person through a bar code.

Some important changes will be made to student housing:

- We have leased a hotel that will be used for quarantine and isolation.
- The Lockwood Hotel will serve as temporary student residence hall, and will be outfitted with dorm room furniture for 2020-21.

Mitigation procedures will be in place:

- Facial covering will be required in buildings and in all classrooms.
- New cleaning protocols, PPE, signage, and hand sanitizer stations will be employed.
• The semester will start early (26 August) to increase opportunities to teach outside.

There will be adjustments to dining hall usage, libraries, etc.

Travel restrictions will be very important.
• Members of the Colby community should travel only within Maine. Necessary out-of-state travel will require approval in advance.
• Individuals who travel out of state will be tested upon return, may need to quarantine

There will be no large-scale Colby events. Access to Colby buildings will be for student, faculty, and staff only.

All admissions programs will be moved online, continuing the successful spring programs. What that means for future enrollment is unclear but this is definitely the safer course of action.

Within the broader NESCAC landscape, many colleges are inviting all of their students to return. An exception is Bowdoin, who is inviting just first-years and a few others. Most are ending the in-person fall semester at Thanksgiving break, as we will. Our testing protocol is more extensive that what our peers have announced.
• We believe that Colby will be one of the safest campuses anywhere.

**Margaret McFadden:**

Our goal is to ensure a safe return to in-person teaching and learning.

There are many variations out there, but the two main options are fully remote or a hybrid/hy-flex combination of remote and in-person

Classrooms will accommodate social distancing, facial covering will be required, and Plexiglas shields will be available. We are looking into getting tents for outdoor classes.

How should you think about redesigning your course? Take advantage of Carol Hurney’s “course design experiences”!

We’re making many technological additions to classrooms to facilitate hybrid learning.

By moving classes around, we can keep nearly every course at its currently scheduled time.

Revised expectations for on-campus presence.
• We will not expect faculty to be on campus four days a week.
• Office hours and meetings can take place remotely.
• Our goal is to maximize the in-person value of your time on campus and do remotely what can effectively be done remotely. There will be a process for accommodating high-risk faculty. We’ll circulate a survey in which faculty who are themselves high-risk or have high-risk family members can self-identify and opt to teach remotely. If you’re uncomfortable teaching in person but don’t fall into that category, let’s have a conversation. Please respond to that survey quickly so that we can plan accordingly.

Fall break will occur but we’ll ask students to stay on campus. Reading period/exams will end December 8.

Q&A:

Alison Barker: What is the false negative rate on the tests we will use and how soon are results known?
  • The tests have 96% sensitivity for most recent self-administered tests. Combined with our high frequency of testing, we’ll be confident in the results.
  • The results of the tests will be provided within 24 hours.

Dale Kocevski: Will faculty be notified if their students test positive even if they aren’t identified as a close contact?
  • Great question, we’ll look into that.

Kassandra Miller: How will the testing policy be enforced?
  • Bar codes are key to ensuring enforcement. We’ll know if you have or haven’t brought in your test.
  • We will follow up with those who don’t comply, and if anyone can’t they will need to leave the campus.
  • For me (David), this testing gives me great confidence.

Jim Scott: Can Broad handle all of the testing in a timely fashion? What happens if they can’t?
  • They’ve been doing this for months. We’ll be testing this throughout the summer to make sure that the system works. They know that they need to deliver, and we’re confident that they will.

Dan Cohen: Will there be more resources for student teaching assistants?
  • Yes. That will be aided by a grant that Carol Hurney recently obtained.

Liam O’Brien: How will we address false positives and false negatives?
  • The frequency of testing adds to our confidence.
  • I’d love to involve you in conversations about how to address these issues.

Elizabeth McGrath: How are classrooms being handled?
Jim Sloat measured and adjusted each room, mapped out all the necessary changes. Classes that exceed the new (reduced) occupancy limits will be moved to a larger room.

Christian Cota: Who is managing testing and enforcing policies?
- Doug Terp is thinking through the staffing necessary to make this happen.
- We are looking to reassign staff as necessary.

Lareese Hall: When is this plan being shared with staff?
- Tomorrow

Hannah Wolfe: What about travel over Thanksgiving?
- No problem

Liz McGrath: What’s the plan for faculty who become sick?
- We’ll handle that the same way we handle medical issues in any semester, including replacing faculty if necessary.

Jay Sibara: How does the plan for reopening address the disproportionate impact of COVID on POC communities?
- If anyone doesn’t feel safe, they can teach/learn remotely.
- We can treat everyone who is at high risk in same ways.

Véronique Plesch: Can the College provide transparent masks?
- Yes, we’re working on this already.

Larissa Taylor: What are the plans for elevators, bathrooms, etc.?
- There’s a group working on disinfecting high-touch spaces, limitations on elevator usage, signage in terms of where to stand, etc.

Kara Kugelmeyer: When will we know how many students are coming back?
- We’ll announce the plan this week.
- We should have a good sense of who will come back fairly soon.
- Other schools are actively discouraging leaves of absence, but we will allow anyone to take a leave with no penalty.

Krystal Kessler: May students still have cars on campus?
- Yes.

Mary Beth Mills: When will the fall curriculum be settled?
- Hopefully, by mid-July when first-years begin to enroll.
- We will need to move quickly so that students can have the information they need.

Ankeney Weitz: Please explain how signage and wayfinding will be used.
• It will provide guidance on how many people can stand in an elevator, indicate one-way routes, etc.
• It will be similar to instructions in grocery stores about what to do.
• We want your input on how particular spaces work and how to manage them effectively.

Christina Cota: Will there be enforcement of mask usage?
• Absolutely: there will be clear, enforced rules.
• The key is to make safe practices a habit. This is what you do to protect everybody, we need buy in.

Katie Donahue: How will Colby handle move-in given that family members won’t be the in testing bubble?
• We’re working through that.
• We’ll space out move-in to reduce density, giving each student an assigned move-in time.

Véronique Plesch: How will testing drop-off work?
• We may be able to have a drive-in option.
• We have to make sure that every test drop-off is recorded.

Gail Carlson: How will we guard against poorly collected or falsified samples?
• The PCR machines will know if there’s no sample in the tube.
• If someone uses someone else’s sample, we have a bigger problem!
• The test is very simple, so once people get used to it they’ll get it right every time.

Lindsay Mayka: Can courses move online simply because of their size or their pedagogy?
• Yes, but we have to discuss how it would work.

Alison Barner: What is the threshold for shutting down the campus if an outbreak occurs?
• We’ve been thinking a lot about this.
• There will be a color-coded series of criteria.
• If we need to, we’ll shut down the campus. We hope, however, that we’ll be able to keep matters under control, at least on campus. Of course, if there’s a major outbreak in Kennebec County, we may need to send everyone home.
• All decisions will be driven by health and safety.

Leo Livshits: May students visit other Waterville locations?
• Yes, e.g. grocery shopping.
• Civic engagement has been really important to Colby, we hope to continue that in some (limited) manner.
Jen Coane: The most equitable approach would be to make remote teaching the default and in-person an opt-in. Faculty/staff shouldn’t have to out themselves to receive an accommodation.

- This is a matter of nuance: we aren’t going to ask anyone for details. I (Margaret) don’t want to know the details!
- Our goal is to enable everyone to teach in the way that is best for them.

Rebecca Conry: What about international students?

- We invited some international students to stay on campus this summer because we knew that they might not be able to return.
- Some will not be able to return, some will not feel comfortable returning.
- Students taking courses remotely will have access to a subset of our course offerings. We do not expect every single course to be fully accessible to students studying remotely.

Lindsay Mayka: How will we handle social distancing in hallways between classes?

- Signage will help, quick passing in a hall is unlikely to be dangerous.
- We may make slight changes in course schedules to reduce density issues.
- We’d like to encourage more courses in the evening or other less dense times.

Julie Millard: Will there be athletics?

- Not like we’re used to seeing.
- NESCAC competition is unlikely.
- There will be increased opportunities for coaches to work with small groups rather than large groups, “captain’s practice,” etc.
- The priority will be safety.
- Low-contact sports like cross-country may be easier to adapt.

Melissa Glenn: how much transparency can we expect regarding test results and adherence to protocols?

- Transparency is very important so long as we attend to privacy concerns.

Viktor Shmagin: When will the library reopen, for ILL activities, etc.?

- You’ll be hearing from Lareese Hall very soon and regularly throughout the semester.
- We will not allow open stacks yet, but there will be a vestibule service.
- The library is working on protocols for social distancing and safe handling of materials.
- We’re not getting back to business as usual any time soon.

Melissa Glenn: What about informal visitors to campus?

- We need to make clear that no one may bring visitors to campus.
- We know that 18-22 year olds like to break rules, so we need to make sure that people understand why these rules are crucial and non-negotiable.
• I don’t want to create a tattletale culture, but there will be enormous peer pressure for students to follow the rules so that everyone can stay on campus.
• I don’t expect 100% compliance, and we’ll take action against violators as necessary.

Tamar Friedman: Will there be a testing option that doesn’t require a smartphone?
• We’ll work something out as necessary.

Tim: Can faculty allow remote students to take in-person/hy-flex courses?
• Absolutely.
• It would be difficult in many courses to do both in-person and remote, so we don’t want to prescribe this, but if you feel comfortable doing so that’s great.

Jill Gordon: This decision seems contrary to current trends in state policies.
• Some wide-open states are now closing back down, and some closed-down states are opening up.
• None of the state policies involve regular testing or safety protocols. Those are very different circumstances than what we’re talking about here at Colby.
• The key here is strict rules and protocols to promote safety.

Jay Sibara: Will accommodations account for all types of impacts on POC?
• Absolutely.

Raffael Scheck: When will decisions be made regarding January and Spring?
• When we have more information. The default will be to open in person.

Kerill O’Neill: Will there be lower caps on courses?
• We don’t believe that there’s a need because we’ve identified very large spaces.
• We’re confident that we can accommodate large classes. The biggest challenge is for mid-sized classes (25-35).

Denise Bruesewitz: Will the curriculum search include information about the mode of instruction?
• Yes.

Ghada Gerwash: Can we save spots in online classes for international students? May remote students take only one or two courses rather than a full semester?
• Our plan is that if students are enrolling they are in full-time.
• We’re going to figure out how to get students into the courses they need.
• Once we have a clearer sense of the course landscape and the number of remote students we can find a solution.

Gwyneth Shanks: How will privacy concerns be addressed?
• With regard to faculty accommodation requests: That conversation is with me (Margaret) alone and will be kept separate from all other documentation.
• With regard to contact tracing: We will follow state CDC regulations. Maine CDC will also be involved in that process.

Hannah Wolfe: Can multi-section classes have both in-person and remote sections?
• Absolutely

Paula Harrington: Who should non-course programs like Writers’ Center consult regarding space usage?
• Jim Sloat

Jen Coane: How will social distancing and mask wearing be enforced on nights and weekends?
• All requirements apply to residence halls and at all times.
• Security, residence life staff, etc., will be involved.

Elizabeth McGrath: What accommodations will we have for single parents who are sole caregivers?
• We understand that this is a real issue and will work with you one-on-one to figure out a solution that works.

Mark Tappan: What about leaves and voluntary early retirement options?
• We have the usual complement of leaves to explore.
• We’re exploring early retirement options for faculty over 60 with at least 10 years of service. A year’s salary at 80% for the year after retirement. There will be a limited window to make that decision (mid-fall). It will be entirely voluntary.

Betty Sasaki: What are the parameters for residence halls? Singles/doubles? Social distancing? Cleaning protocols?
• There will be doubles. All of our advisors support this decision.
• There will be new rules governing restroom usage.
• We will ramp up custodial teams to increase cleaning. They’ve been amazing.
• We’re also working on PPE for custodial staff.

Damon Mayrl: What will the rules be governing student research on human subjects?
• We want to support student research as much as possible but we also need to maintain the integrity of the testing bubble.

David Angelini: Should we check in with students regarding how remote our class should become?
• Sure.

Christopher Walker: How will College ensure that students abide by travel restrictions if they have cars?
• Travel within Maine is allowed for all. They should not travel out of state.
Lydia Moland: Do all aspects of hybrid classes need to be remote-accessible?
- Hybrid courses have to be available to students who temporarily need to be in quarantine. They don’t need to be available to students who will spend the entire semester remote unless you opt in.
- Carol Hurney has always emphasized the importance of starting with the learning goals and designing multiple ways to achieve them.

David Angelini: What happens if we discover that most of our “hybrid” students are remote?
- If you want to accommodate remote students, that would be great.

Mary Ellis Gibson: Could department chairs get a copy of Jim Sloat’s spreadsheet for classroom use?
- We’ll be happy to share that information.

Maple Razsa: How is Colby centering issues of POC, low-income workers in its decision-making process?
- All the work that we’re doing to keep everyone safe is going to protect everyone, including POC, low-wage workers.
- We’re trying to think about both racial/social justice and COVID at the same time. We don’t have it fully worked out, but that’s the goal.
- We’re investing heavily to make sure that everyone is safe regardless of their financial means.

Marta Ameri: Do we have a backup testing option if Broad falls through?
- Yes, and we’re confident that Broad has sufficient capacity to meet our needs.

Véronique Plesch and Sandra Bernal Heredia: How will we enforce the travel ban on students?
- We’re going to shoot for broad buy-in.
- If students leave, they may not be allowed to come back. The risk of consequences will encourage compliance with rules.

Steve Wurtzler: How were classroom capacities calculated?
- Margaret: I defer to Jim Sloat because he was on the call with the epidemiologists and followed their guidelines.

Leticia Mercado: How will the College support international faculty? Will mental health support be available?
- Yes.
- More broadly, we want to be helpful, and we’ll do our best when we know that there is a need.

David Angelini: May we voluntarily reschedule our courses?
• Yes. We’re trying to minimize impact on existing student schedules, but if you want to move to a less crowded time, absolutely.

AB Brown: What is our plan to mitigate the dangers of contagion on those who are disproportionately impacted?
• Yes, this is a priority, including to keep communities in Waterville safe.
• We’re looking into possibility of testing beyond the campus.

Alejandra Ortiz: Is the time from 4:00-6:00 still reserved?
• We’re talking about this. There will be less athletics, but there’s still value to have time for students to do non-academic activities.
• This is especially important given that we’re keeping students on campus for 13 weeks straight.

Allison Barner: What is Colby’s position on liability?
• We will not require anyone to sign a waiver.
• The key question is whether Colby is implementing reasonable standards and protocols. If we do that, and we are, then that is the best protection against liability.

April Chiriboga: How will contact tracing work given contact with physical objects?
• We’re going to follow the science of contact tracing.
• Spread of virus is predominantly through close physical proximity to infected individuals over an extended period.

Abby Pearson: If we adjust our teaching schedule, how will we accommodate faculty with daycare needs?
• We’re not going to require adjustments but will welcome them if they make your life easier.

Jay Sibara: Can you talk more specifically about how the College’s plan to address POC, families, and home communities?
• For some students, staying at home will be best and we’ll accommodate their needs.
• We’re increasing mental health services for POC, hiring African American counselor, and implementing tele-health counseling.
• There will be more programming on campus, and more training for faculty.
• I (Margaret) recognize that this answer feels incomplete but promise that we will get to a more fulsome answer.
• Karlene Burrell-McRae is working with students to identify their needs, Margaret and I (David) are also actively involved in these conversations.

Jen Coane: What are we doing about childcare given that some public schools will be partially remote?
• We don’t know what schools and day care centers are going to do, so we really can’t plan yet.
• I (Margaret) am acutely aware that this disproportionately affects women.
• We are committed to flexibility: office hours can be online, meetings online. We want to enable faculty to be home for great majority of the week.

Elizabeth Sagaser: The prospect of false negatives on testing is deeply disturbing.
• Experts have modeled this out to predict an infection rate of <1%. I (David) am happy to have a conversation to discuss further.

Danae Jacobson: What is local schools aren’t open or end up closing?
• We hear you, we simply can’t answer that right now.

Larissa Taylor: Who will enforce distancing at parties and the like?
• Our plan is to create clear expectations. Security and residential life staff will help to enforce.
• Peer pressure will play an important role.
• We’ve spoken with student leaders about to make this a student-driven culture.
• Faculty members can also be enormously helpful in encouraging compliance.

Carrie LeVan: How will student evaluations affect tenure and promotion?
• We’re aware that there are all sorts of impact on standards and metrics.
• We didn’t look at any spring course evaluations.
• Faculty governance bodies will discuss how to deal with evaluations moving forward.

David Suchoff: I’m concerned that we’ll be asked to teach in inappropriate classrooms.
• Jim Sloat: The standard I was given by experts is 4 feet if not face to face.

Allison Barner: What are potential implications of policy enforcement on POC who are disproportionately policed?
• These are issues that Karlene has been working on.
• The Director of Security is very invested in improving this.

Evan Randles: What about students who live off campus despite rules?
• We want to make sure that doesn’t happen, we want students to live on campus as much as possible.
• We still don’t know how many students will come back, but we believe that we can accommodate everyone with the small exception of students with specific medical needs.

Ying Li: What about remote seniors who have trouble completing all of their requirements?
• We’ll work with you and those students to ensure that students can graduate on time.

Jen Coane: Why didn’t the College survey faculty before making this decision?
• We opted not to do so because we didn’t think that faculty could make a well-informed decision about their risk tolerance until they knew the safety protocols.

Natasha Zelensky: What if students inadvertently don’t take the test properly?
• The lab will notify them and they’ll be retested immediately. We’ll also teach them how to do it properly moving forward.

Jay Sibara: There’s already a lot of alcohol consumed on campus, which just adds to the danger. What are the policies around this?
• We can’t drive alcohol off campus, but we will prevent large-scale parties.
• Individual faculty in residence who do not feel comfortable on campus will have alternatives.

Catherine Besteman: How will Colby care for students in quarantine?
• We will have staff on hand at the hotel 24/7.
• We learned a lot about providing daily medical care, mental health, meals, access to classes by our experience this spring, and we’re confident that we can do this well.
• We will assign dedicated staff for the purpose.

Nadia El-Shaarawi: What about staff (e.g., dining) who are in high-risk categories?
• We’re working with all staff about making accommodations to provide a safe environment.

Jon Hallstrom: Can we adjust current size limits when certain specialized spaces are simply too small?
• Yes, we’ll make those adjustments as necessary.
• Some departments are thinking creatively about rotating access to labs for smaller groups of students.

Christie DeNizio: What about faculty whose partners live out of state?
• Perhaps you’ll need to quarantine or test more frequently. We’ll need to have conversations to determine how to keep everyone safe.

Jen Coane: This all depends on buy-in from students, but students have refused an honor code in the past. Once students start drinking, problems will arise.
• We expect that we’ll be able to enforce this to a significant degree.
• They key here is a multi-layered plan: we’re not relying solely on masking or any other single factor.

Paula Harrington: What about technology issues for off-campus students?
• We will continue to provide technological support.
• Many low-income students very much want to be on campus because it’s safer for them and a better learning environment.
• Remote learning is inherently inequitable. If they’re back on campus we can better control the learning environment.

Kassandra Miller: How will we ensure that high-risk individuals (students or faculty) don’t feel undue pressure to be on campus?
• We do not intend to pressure anyone.
• We need to be honest that students who are remote will not have full access to courses or as rich of a learning experience — that’s why we are reopening the campus.
• Great courses will take different forms. What will drive enrollment is quality and interest, not format.

Gwyneth Shanks: How can the Inequality Lab help us think through issues of racial/social justice relative to COVID-19?
• This is exactly the kind of thing we hope to do.
• If you’re interested in getting involved, please let me know.

Lindsay Mayka: Would family leaves be paid?
• Yes.

Ghada Gherwash: How will we handle synchronous courses for international students given time zone issues?
• We’re going to do our best.

Paula Harrington: Has the college reached out to Black faculty/staff about their needs as it has to students?
• Not systematically. I (Margaret) would welcome those conversations.

Larissa Taylor: How soon would we need to get information about major course changes to registrar?
• ASAP.

Christina Cota: Is there a threshold at which faculty might be forced to teach in person?
• No.

Laura Saltz: Can we ensure that furniture moved out of seminar rooms will be returned?
• Absolutely.

Stacey Sheriff: How should faculty make requests for PPE?
• Chairs and directors should report to Russ.

Arisa White: What are the rules about vaccines?
• We understand that certain individuals can’t take vaccines.
• Other than that, we’re going to require everyone to get a flu vaccine and hope to do the same with a future COVID vaccine.

Sarah Staffiere: When will face masks be required? It isn’t happening right now.
• The summer is different because the campus is fairly empty.
• We’re still working out the precise protocols.
• There will be clearer policies post-July 4.

Lydia Moland: How will testing of faculty work?
• If you’re going to be on campus, you need to have been tested.
• We’re going to figure out a drop-off system that works for everyone, this may involve remote drop-offs.
• Those who are teaching fully remotely and are not coming to campus do not need to be tested, but won’t have access to library and the like.

Dale Kocevski: Will the College provide additional family leaves beyond those in the faculty handbook?
• We may need to rethink how to respond to childcare needs by adding additional leaves. Let’s talk.

Hannah Wolfe: May a course be fully in-person?
• Absolutely

Hannah Wolfe: Could the administration provide a full list of potential accommodations?
• Yes

Jen Coane: How would family leave work in small departments? How can we remedy the impacts?
• This is an important issue. We need to ensure that departments are not disproportionately impacted.

Jin Goh: How many students do we expect on campus?
• We simply don’t know.