University of New Hampshire
Plans for Re-Opening and Ongoing Campus Operations
July 8, 2020

This document represents the in-progress planning for the re-opening and ongoing operations of the University of New Hampshire in the COVID-19 pandemic. It is the product of an overarching committee of senior administrators and more than a dozen teams and subcommittees including administration, faculty, staff, and students over the past few months. The document is organized around a series of fundamental questions regarding re-opening. Some of the answers to these questions have changed several times already as events have transpired, and we expect them to continue to change over the next two months.

This document is a static snapshot of our planning as of the date above. UNH has two other, constantly evolving means of sharing and tracking progress on our planning: our Roadmap to an On-Campus Experience web site and a project management plan with specific responsibilities and dates.

The decisions around returning to campus are complex and are contingent on key internal and external metrics from the federal and state levels. UNH continues to carefully track recommendations from the CDC and WHO, and to work closely with the NH DHHS and local health care providers around the state. The goal is to use the latest data to provide the highest quality educational and campus experience while protecting the health and safety of our community.

A key aspect to current planning is flexibility around a set of operating modes that will respond to those internal and external metrics. We can look at this as a set of four phases:

**Green**: This would be normal operations with minimal and manageable cases of COVID in the state and region. This condition would be full density on campus, but would require good health hygiene, vigilance to stay home when sick and avoid risky behaviors, and the plan to pivot to a more limited or restricted environment if on-campus or off campus conditions change.

<table>
<thead>
<tr>
<th>GREEN - Normal Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Conditions</strong></td>
</tr>
<tr>
<td>1. COVID vaccine or treatment available, or no new cases</td>
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<tr>
<td>2. Testing only if new infections are found</td>
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<tr>
<td>3. No restrictions on public gatherings and events</td>
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<tr>
<td><strong>2. Campus Status</strong></td>
</tr>
<tr>
<td>1. Full face-to-face operations</td>
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<tr>
<td><strong>3. Student Status</strong></td>
</tr>
<tr>
<td>1. Student housing and dining at full density and operations</td>
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<tr>
<td>2. Classrooms and learning at full density on campus</td>
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<tr>
<td><strong>4. Faculty/Staff Status</strong></td>
</tr>
<tr>
<td>1. Unrestricted on-campus work for all faculty and staff</td>
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**Yellow** (targeted for fall currently): This would be restricted operations with a small number of cases in the region and very few on campus. State guidance would have businesses open and no restrictions on education institutions. This condition would look like lower density normal operations including 50% or
lower density in classrooms and dining halls, lower density residence halls and reserved space for quarantining students. In addition to enhanced health and hygiene conditions, cloth masks would be required in all public spaces, labs, and classrooms, and cleaning regimens would be double or more in all public spaces. Lower employee density on campus would emphasize student facing operations and research would operate at ~90% capacity.

**YELLOW - Restricted Operations (Target for fall 2020)**

1. **Conditions**
   1. COVID cases are low on and off campus
   2. Limited state restrictions and gatherings OK
   3. Medical resources are available and not at risk
   4. Frequent on-campus testing available for all including asymptomatic

2. **Campus Status**
   1. Full operations on campus with student focus
   2. Masks required in public areas, classrooms, and labs
   3. Research enterprise operating at ~90% capacity onsite
   4. Selective external events

3. **Student Status**
   1. Campus housing open with reduced density, quarantine dorms
   2. Dining normal at reduced density (50%) plus take out
   3. Limited student events, small groups, and res communities
   4. Instruction face-to-face with lower density (50% or less)
   5. Teaching labs/arts studio operate with full PPE

4. **Faculty/Staff Status**
   1. Moderate density (50-60%) faculty and staff on campus

5. **Focus on student operations, instruction and research**

**Orange**: This would be limited operations with increasing numbers of cases on campus and or in the state. This condition would look like a pivot toward remote operations, pending tests or further escalation of on campus cases where isolation on campus would be wiser that sending all students home. Most instruction would transition temporarily to remote learning depending on specific circumstances. Employee density would be even lower at 25% and focus on supporting students in residence halls and take out dining where 25% density in dining halls could not be achieved. Research would be restricted and limit long term experiments in case conditions worsen.

**ORANGE - Limited Operations**

1. **Conditions**
   1. COVID cases are increasing on or off campus
   2. State restrictions are being initiated
   3. Regular testing of everyone on campus
   4. Medical resources are available and not at risk

2. **Campus Status**
   1. Limited operations
   2. Masks and physical distancing required
   3. Only critical research allowed onsite
   4. No external events

3. **Student Status**
   1. On campus housing remains open but large-scale quarantines may be required
   2. Dining restricted to take out
   3. No student events
4. Instruction restricted. Most classes go remote if they cannot maintain 25% classroom density

5. All classes go remote for 1-2 weeks, but students can stay on/off campus

4. Faculty/Staff Status
   1. Low density (25-30%) of faculty and staff on campus in support of student operations only

Red (current operations): This would be remote operations with cases in the community and region growing. Instruction would be remote; residence halls would close, and off campus students would be encouraged to return home. On campus housing would be supported for students who could not safely return home or were in housing insecure situations. Only essential employees would be on campus and research would begin shut down to phase 2 and then 1.

### RED - Remote Operations

1. Conditions
   1. COVID cases are increasing on and off campus
   2. State stay-at-home or equivalent order
   3. Medical resources are overwhelmed or at risk of being overwhelmed
   4. Testing not widely available, and only for those with symptoms

2. Campus Status
   1. Minimal operations
   2. Essential staff only on campus
   3. Research at 10% or less, essential only, primarily maintenance mode
   4. No external events

3. Student Status
   1. No on campus housing/dining other than housing insecure
   2. No student events
   3. All instruction remote

4. Faculty/Staff Status
   1. All faculty and staff work remotely
   2. Limited use of classroom or office space for remote instruction
   3. Essential staff on campus only to maintain safety and support operations

1. Behavior, Enforcement and Education (Student Affairs Committee)

UNH is developing a comprehensive and robust public health campaign for all campus community members aimed at mitigating health risks in the face of the pandemic. Campaign material will appear with high frequency on all available communication channels including social media, ORCA-TV, interior building signage, signage on all UNH transportation services, lawn signs, and in periodic messaging to students, faculty, staff, parents and families. The campaign will continue as long as the virus has a presence in the surrounding communities.
Communication about health and safety protocols and practices with all campus stakeholders, including parents and families, will commence during June Orientation for entering students and will continue throughout the academic year. We will begin messaging out to all returning students by early July. In addition, special attention to and ongoing communication with student leadership and student affinity groups have started and will continue over the 2020-21 year. The effort will include guidelines for recruitment and membership meetings, how to conduct social events, organization meetings and functions events while adhering to wearing face masks and the appropriate physical distancing guidelines.

UNH has established strong and collaborative partnerships with the Town of Durham, the Durham Landlords Association, the Durham Business Association, and Durham Police Department to orchestrate pandemic mitigation efforts between the campus and the Town. The collaborative initiative will create a seamless living environment between Durham and the campus. All parties have agreed to engage in similar prescribed practices aimed at community health and safety. We also plan to share materials with stakeholders in surrounding municipalities beyond Durham where students frequent.

UNH has engaged student leadership and student affinity groups to promote shared responsibility of mitigation practices. Prior to the Fall 2020 opening, faculty, staff, and students will be offered training on these practices. Moreover, student leadership has agreed to take the lead in collaboration with the Dean of Students office, to encourage students to come to campus this Fall with three washable cloth masks of their choosing or design.

All student services offices (Psychological and Counseling Services, SHARPP, Community Standards, Student Accessibility Services, Military and Veteran Services, Health & Wellness, and The Beauregard Center) will have common protocols on mask-wearing and physical distancing for student visitation to their offices and waiting rooms. Offices and waiting rooms have been reconfigured to account for physical distancing.

Each student-facing service unit has developed health and safety protocols to protect the students they serve. Dining halls, residence halls, campus recreational facilities, and the student union have identified the health and safety practices specific to their respective units. These practices include limiting the number of students allowed in a defined space at one time, reliance on virtual service delivery where appropriate, and the wearing of masks when staff must meet face to face with students in their offices. To view the full report click here.

Protocols for physical distancing and mask-wearing will be in place for the 2020-21 academic year. Those protocols will tighten and relax depending on the changing footprint of the virus as the year unfolds. The Office of the Senior Vice Provost for Student Life and the Dean of Students will assume responsibility for students who do not comply with clearly stated health and safety protocols. The Office will work in close partnership with non-compliant students’ academic deans to address cases of failure to comply and determine appropriate remedy in accordance with the Students Rights, Rules, & Responsibilities Rider.

2. Spacing, Cleaning and Protection (Facilities Team)
To the greatest extent possible, all campus community members should maintain safe physical distancing protocols in place at the time of opening. UNH is taking steps to reduce the occupancy numbers in classes, labs, dining halls, event venues, office space, and other space where students, faculty, and staff gather. Assembly in common areas to follow protocols in place at the time. Residential Life and Housing staff are reimaging living space, bathrooms, elevators, and activity rooms to maximize physical distancing. All this will be driven by a robust educational outreach campaign being developed with students.

While at work, in class, and in public common areas, community members should wear a cloth face covering to help protect against the spread of the virus. Community should review the [CDC’s guidance on use of cloth face coverings](https://www.cdc.gov/coronavirus/2019-ncov/face-masks/index.html). Medical-grade masks should be reserved for healthcare workers or first responders. The university will make masks available, but community members may wear their own masks should they choose to do so.

Cleaning removes germs, dirt, and impurities from surfaces or objects. Disinfecting kills germs on surfaces or objects. Sanitizing lowers the number of germs on surfaces or objects to a safe level, as judged by public health standards or requirements.

In academic spaces, campus recreation, MUB, and housing, enhanced housekeeping will focus on increased cleaning and disinfection of bathrooms and high touch surfaces (minimum of twice daily; sometimes more, depending on location and type of surfaces). Hand sanitizer will be located at building entrances and elevator banks throughout academic buildings. Sanitizing wipes will also be provided for all instructional areas.

Dining locations will focus on increased cleaning and disinfection of high touch surfaces (serving counters, tables, door handles/pads, handrails, and transaction terminals) throughout the day. Finger scans will not be in use. Bathrooms will be cleaned and disinfected twice a day. Hand sanitizer will be located at building entrances and throughout service areas.

UNH Facilities is monitoring ASHRAE (American Society of Heating, Refrigerating and Air-Conditioning Engineers) guidance regarding mitigating measures for SARS-CoV-2, the virus that causes COVID-19. As of the date of this communication, ASHRAE continues to update and modify specific recommendations. Research lab facilities already utilize ventilation systems that far exceed the fresh air requirements being recommended by ASHRAE regarding COVID-19. For all other spaces on campus that utilize mechanical ventilation, where applicable and practical, ventilation will be increased before, during and after occupancy to help mitigate the risk of COVID-19 spread.

### 3. Testing and Screening (Testing Committee)

Currently, all faculty and staff must be tested prior to starting any UNH work-related activity and, before beginning work, perform a health self-assessment in the UNH-CEMS software to confirm the risk of infection is low. UNH researchers are collaborating with NH DHHS in the development of testing protocols, and plan to bring the “gold standard” CDC and FDA approved test online with sufficient capacity to test the entirety of the UNH community. The RT-PCR test detects active viral infection. It requires expensive equipment and materials, and is slower than some other methods, but the results are exceptionally reliable.
Current expectations are that the UNH CLIA lab will be operational in the first two weeks in August, with the capacity to do 2,000 individual tests each day (based on two 6-hr testing shifts per day) with a 24-48 hour turnaround time for results. Additionally, at any point the campus exposure rate remains below 1%, we will consider doing a “pooled” testing protocol where several samples are combined and tested using a single test, both to reduce costs and increase capacity, potentially by up to 10 or more times.

On campus COVID-19 testing will be provided for all UNH students, faculty and staff, beginning at least two weeks prior to the start of the semester. Ideally, students and employees will be able to collect swab kits and self-sample at stations staffed by trained healthcare professionals in strategic locations on each campus. Swabs collected at UNHM and UNH Law will be transported to UNH Durham for analysis once or twice daily under controlled environmental conditions to preserve sample integrity. Each swab kit will be coded with an anonymous identifier to protect the privacy of the individual being tested. Sampling will utilize nasal swabs (not nasopharyngeal) that sample one inch inside the nose. Future improvements in sensitivity may allow the substitution of sampling saliva. Collection of test results will be coordinated by university Health and Wellness, in collaboration with HR and the registrar’s office. A Health and Wellness staff member will provide notification of test results.

All students, faculty and staff who intend to live or work on campus or conduct UNH work at research sites will be required to show proof of a negative test result from an accredited lab with the test performed a within 3-5 days before arriving for the fall semester. Protocols for submitting results from home health care prior to arrival will be communicated to the community several weeks before the start of the fall semester. Those who cannot show a negative test result will be asked to quarantine at home until a negative test result can be verified. A detailed testing protocol is being developed in consultation with Wentworth-Douglass Hospital personnel, and testing frequencies are being aligned with CDC designated risk categories and may change dependent upon the infection rate in NH and neighboring states. It is recommended that students be tested when they arrive on campus and required to isolate in their dormitories or off-campus homes for a period of two-three days prior to attending face-to-face classes. After that, students may be tested up to 2X weekly (via a combination of individual and pooled testing) so that any COVID-19 positive cases can be rapidly isolated, and their contacts can be quarantined. Faculty and staff who have regular contact with students may be tested every seven days. Faculty and staff who are at lower risk may be tested less frequently. Regardless of test protocols, employees or students who have symptoms should not report to work or class. They should contact Health and Wellness immediately to arrange for a COVID-19 test.

In the case that an individual does not submit a test sample in the window communicated to them, notifications will be sent to Human Resources (faculty or staff), the Dean of Students (undergraduate students), or the Dean of the Graduate School (graduate students or post-docs).

In condition Red, we will be ramping up testing and tracing and deploying it among critical employees who have to come to campus. In condition Yellow, we will implement a pilot scale testing and tracing program among individuals working on campus. In condition Green, we will shift to either random sampling or to testing only symptomatic employees and student.

4. Contact Tracing (Testing Committee)

UNH is working with DHHS on a collaborative and comprehensive testing and tracing approach for all UNH campuses. Health and Wellness trained Registered Nurses will be UNH liaisons with DHHS contact
tracers. All those tested at UNH will be notified of the status of their tests by Health and Wellness staff. H&W staff will notify DHHS of any positive test results. DHHS will assign a contact tracer to each case and will work with Health and Wellness liaisons to share relevant contact information. Relevant information, e.g., geo-locations of clusters, will be used to inform decisions regarding additional sanitation protocols or frequency of testing in that area, as well as outreach and education to reinforce behaviors and practices to prevent infection. In some cases, such as widespread infection within a dorm, it may be necessary to isolate or quarantine an entire floor or building until testing shows no additional infection. Decisions that affect a significant number of students, faculty or staff will be made by Senior Management, in collaboration with DHHS and the University Medical Director. Internal processes will be put into place to ensure that we are able to respond in a timely manner.

Individuals who test positive will be told to remain in isolation for at least 10 days, with at least 72 hours of symptom improvement. No follow-up COVID acute infection testing is advised. There will be immediate identification and notification of roommate/roommates of students living on or off campus of their potential exposure and requirement for them self-quarantine for up to 14 days. These individuals may choose to quarantine at home or in a quarantine residence on campus. Quarantine in a campus residence will require notification of housing to initiate the process. After a 14-day self-quarantine, if the individual remains symptom free, the individual will be seen at UNH Health and Wellness for evaluation and tested for COVID-19. If the COVID test is negative, the individual will resume academic and residential activities. If the test is positive, the student will be managed per clinical guidelines.

DHHS will notify UNH liaisons of positive tests involving UNH students, faculty, or staff, that have been conducted by another test provider, e.g., Convenient MD or LabCorps. The liaison will assist the DHHS contact tracer in identifying contacts. The process for individuals that test positive will be the same as for those tested at UNH.

In condition RED, we continue to develop capacity and do trial runs. We plan to operate in condition YELLOW. Prior to 100% of quarantine bed capacity, the institution will have to make a decision to revert to a condition RED or a more restrictive condition YELLOW. In condition GREEN, contact tracing will continue if there is a reoccurrence of infection in the community.

**5. Isolation and Incident Management**

Small clusters of positive cases can be managed in two ways. Students testing positive can go home to their permanent residence and seek medical support and quarantine for the recommended time period before returning to campus. If going home is not feasible, UNH will provide beds in designated quarantine housing. The 57 beds in Adams Tower West (ATW) will provide single bed/single bath. Babcock Hall is the backup facility if ATW exceeds capacity. Total number of quarantine beds is approximately 300. UNH will provide telemedicine including mental health, complete access to continue education online, meals and snacks delivered to each room and 24/7 security provided by university police. These facilities are available to all registered UNH students from any of our campuses including those living in off campus housing. Students who test positive will be provided the latest medical guidelines to protect themselves and others around them including housing, meals, transportation etc. so they can make prudent decisions.
What would we do in Condition Red or Green?

If condition Red, prior to the available beds reaching its maximum limit, the President will make the decision to transition UNH to non-face to face learning.

If condition yellow, prior to 50% capacity of beds reaching its maximum limit, the COVID Sr Management Team will discuss a mitigation strategy. For example, a decision might be made to temporarily transition to non-face to face learning to slow the spread of the virus.

If condition green, the facilities are occupied at 50% or less and managed per protocols.

6. Teaching and learning (Education Committee)

We are planning for on-campus instruction that includes blended course delivery options for students who need to stay at home and for those on campus who cannot attend some classes in person. Some courses will not be offered remotely. UNH will work diligently to ensure that undergraduate students remain on track to graduate in 4 years and will provide support to graduate students to complete their degrees in a timely manner.

This complex plan is being developed for the opening of the University’s campuses that takes into account the myriad factors that must be considered in the COVID-19 era, and in recognition that this is a dynamically evolving set of circumstances with many uncertainties.

Guiding Principles

Maximize the face-to-face (F2F) classroom experience while minimizing the public health risks for students, faculty and staff.

Retain the Fall 2020 course schedule in its current start date, end date, and day/time structure as much as possible within the context of reduced capacity in classrooms.

Ensure instructional support, offer faculty training, and provide the tools to provide students with a high-quality education while maintaining academic standards and rigor.

Monitor the situation by working with other constituencies on campus to maintain the health and safety of all individuals and pivot to alternate plans, if necessary.

The Committee offers the following recommendations for consideration:

Academic Schedule

- Classes will start on August 31, 2020, as scheduled.
- Common Exam time will be moved providing additional classrooms during ‘prime hours’ on Tuesdays and Thursdays.
- Some meeting times may need to be moved, but such changes should be kept to a minimum. We may also need to use non-standard times or extend the day until 9pm. We will have a better understanding of this once first-year and transfer students are enrolled.
• Student course schedules will include a mixture of modalities, with course delivery methods being decided through the use of a course capacity optimization tool in active consultation with and guidance from college deans, department/program chairs and faculty, and that takes account of particular curriculum needs.

• It is likely that once classes begin, the add/drop process will have to be altered. Discussions about how add/drop would occur in light of mandatory reduced population densities have begun. Capacity over-rides will not be an option to sustain the COVID-19 population density controls.

• Face-to-face (F2F) classes will end on Wednesday, November 25, 2020 and then switch to an online format after Thanksgiving (effective Monday, November 30) for a total of 8 days (with instruction ending on Wednesday, December 9) unless things improve dramatically, and we are able to maintain the same mode of operation listed under ‘Guiding Principles.’

• Final exams will be conducted only online as scheduled from December 15 to December 22.

• Mid-semester break (October 12) will be an instruction day.

• UNH will be prepared to respond to changing community health situations, which could require a shift to an online format during the semester for short or long durations depending on the severity of the pandemic, or if the pandemic eases, a move to “normal operations” for classroom instruction could also occur.

For information and details on Course Modalities, Classrooms, Laboratory and Studio Arts Settings, Internships, Study Abroad, Study Away, Instructional Guidance and Syllabus, please refer to the report from the Education Committee.

Accommodations for faculty and staff with risk factors

As we plan for reopening, one of our highest priorities is providing a safe environment for our students, faculty and staff. There will be PPE (Personal Protective Equipment) expectations, sanitizing and increased cleaning. Since the move to classes online due to COVID-19, students have told us they are looking forward to a face to face residential campus experience in the fall, including in-person classes and instruction. This is the university’s direction for fall opening. With the move away from remote working, some of our colleagues with a medical condition may require temporary reasonable accommodations. Here is a link with forms for requests. To make determinations before fall opening, we ask that requests be submitted by June 30, 2020. Faculty requests will receive priority because of potential impacts on teaching workloads and scheduling of instruction spaces.

What would we do in Condition Red or Green?

PLAN B (Other changes during the semester)

UNH will be prepared to respond to changing community health situations, which could require a shift to an online format during the semester for short or long durations depending on the severity of the pandemic (see first bulleted item – Condition Orange below), or if the pandemic eases, a move to “normal operations” for classroom instruction could also occur (see second bulleted item – Condition Yellow below).
• Pause F2F classes for a two-week period and shift to remote learning during that time

This would hopefully contribute to slowing down the spread of the virus. Over that two-week period, everyone would be in some form of quarantine and once conditions stabilize, the university would return to the “new” normal. Students would need to maintain discipline and structure in a remote environment.

• If the situation were to improve dramatically, we should be able to maintain the same mode of operation listed under ‘Guiding Principles’ for the entire duration of the semester (Condition Yellow – we will be switching to remote learning after Thanksgiving break).

7. Extracurricular activities e.g. clubs, performances, recreation (Student Services and Extracurricular Activities Team)

The outdoor pool at UNH will not be open during this season.

Outdoor spaces, fields open for programming and approved rentals by student organizations, Mendums and Jackson landing open for programming and approved rentals.

New creative games and social campus spaces will be in use.

Masks required in all public spaces. Large scale events and venue, public talks, and live performances will not take place in the Memorial Union Building in the fall semester. MUB will be open for socializing with the appropriate facility modifications for physical distancing.

Theaters open with physical distancing and public health protocols consistent with state guidance on assembly size for limited events and small groups.

Games rooms open -- masks required, disinfect common items periodically, students wipe down their own equipment.

Student organizations and affinity groups can continue to meet virtually until such time that the State relaxes its guidelines on assembly, which will then allow student gatherings no more than (TBD) in attendance, with physical distancing and public health protocols consistent with state guidance on assembly size. Some small group meetings and staff development with individual student staff groups will be permitted.

WUNH can offer programming in studio.

Programming in the Hamel Recreation Center will adhere to State guidelines on distancing and allied mitigation efforts. Plans are in place for the re-arrangement of exercise equipment, group activities, and recreational activity prior to opening. We are investigating ways in which we might allow intramural supports and sports clubs to operate with modifications; to allow intramural rentals with locker room restriction; and what types of virtual programming will be available.

8. Resumption of Research and Engagement Activities (Research and Economic Engagement)
In response to the COVID-10 pandemic, the University discontinued all nonessential research on campus on March 15, 2020. To prepare to resume research effectively, safely and as quickly as possible, the SVPR, EE&O convened a Resuming Research Committee and consulted with the Research Council; Center and Institute Directors; the Provost’s Leadership Council and the President’s Leadership Council.

DOWNLOAD THE PLAN »

We have defined six phases for the resumption of research activities on campus:

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<tr>
<th>Phase</th>
<th>Time Period</th>
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<tbody>
<tr>
<td>Phase 1 represents access restricted to only the maintenance of critical research capability. We estimate this to be 5% of normal access/activity. (CONDITION RED)</td>
<td>3/15/20 – 3/25/20</td>
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<tr>
<td>Phase 2 represents access restricted to critical and high priority activities, such as COVID-19 rapid response research. We estimate this to be up to 15% of normal access/activity. Think of this as a density metric: normal research space occupancy should be maintained at no more than this level. (CONDITION RED)</td>
<td>3/25/20 – 5/8/20</td>
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<tr>
<td>Phase 3 represents a degree of increased access, as recommended by the public authorities, with priorities given to time-sensitive and low-risk research activities as well as vulnerable researcher populations We estimate this to be up to 40% of normal access/activity and are currently in this phase. (CONDITION ORANGE)</td>
<td>May/June</td>
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<tr>
<td>Phase 4 represents increased relaxation of criteria, permitting additional research to resume and new research to be initiated if it has been identified as a priority. We estimate that this represents up to 65% of normal access/activity. (CONDITION ORANGE)</td>
<td>July (dependent on widespread availability of testing and tracing)</td>
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<tr>
<td>Phase 5 represents a further relaxation of research density constraints, opening up most research activity, but maintaining the density of research personnel to up to 90% of normal density. (CONDITION YELLOW)</td>
<td>TBD (dependent on widespread availability of testing and tracing)</td>
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<td>Phase 6 represents a return to business as usual, full campus density and activity. (CONDITION GREEN)</td>
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Over 120 researchers were granted access to laboratories and research facilities during Phase 2. We have received and are processing over 100 applications for Phase 3 research access. When deans, directors, and if relevant, facilities managers, approve a project, the request flows to the office of the Senior Vice Provost for Research, Economic Engagement, and Outreach, and then to EH&S. Each researcher who is approved for access must work with EH&S on a safety plan that outlines standard operating procedures for the project or projects, and mitigations to prevent the spread of COVID-19. EH&S is working collaboratively with college staff and Facilities to ensure that labs and buildings are prepared for re-entry.

Outreach, Engagement and Continuing Education

Our work extends far beyond campus. As a land-grant institution it is important that we continue to extend the resources of the university by “Embracing NH” as well as engaging with regional and global
communities. During this unprecedented time, the health and safety of our faculty, staff, and stakeholders is our priority. Outreach and engagement programs which includes Cooperative Extension, non-credit continuing and professional education, community outreach programs and events, as well as youth programs will follow a phased reintroduction. This plan mirrors the essential research approval process and provides mandatory guidelines and health/safety measures to minimize the likelihood of infection. The phases follow a pathway based on anticipated changes to CDC and state guidelines. These guidelines and approval process can be accessed on the Office of Outreach and Engagement website. Approval requests will be reviewed in a timely manner for adherence to the guidelines with final decisions made by the Emergency Management Team.

9. Policies for faculty and staff regarding work on campus vs. remote work (Human Resources Team)

Research will be the pilot organization this summer for employees (faculty and staff) to return to campus. The Research team has developed a comprehensive plan that takes into account the need for physical distancing within labs, workstations and external areas as needed when working in the field. They have established guidelines for PPE, mask/face coverings expectations and daily online health attestations. We will learn from this team to hone our reopening plan for most employees when they return to campus.

We are planning to do a “phased return” approach to campus starting late July/early August. The first wave of employees, beyond current facilities, research, safety and housekeeping teams, would be the student facing organizations that need to prepare for student arrivals and ensure that training materials and experiences are ready to welcome our freshman class and returning students.

Each college and organization will need to establish timing and expectations for employees related to their return based on the work that needs to be accomplished. The leader will need to consider the number of employees that are able to work in an area based on the physical distancing guidelines that will be in effect at that time and any lessons learned/best practices from the Research team. There may need to be an adjustment to work schedules or rotation between employees for remote work and on campus work. The work areas are being evaluated to identify the number of employees that can be in an area based on physical distancing guidelines. We may need to adjust these needs based on critical needs for the University and limit the overall density on campus which may result in more staff continuing to work remotely in the Fall.

Leaders will need to assess if there are roles that will not need to “return to” campus and continue to work remotely for some or all of the first semester or longer based on the pandemic. If there are multiple roles that may remain remote based on business/organization needs, then there could be a long-term opportunity to adjust workspaces and shrink our
footprint for office space. We currently have a flexible work policy that can be utilized for remote work arrangements in the short term and long term.

Faculty and staff who have self-identified as being medically high risk will need to utilize our accommodation process facilitated by the Affirmative Action team. New guidance has just been provided that will allow us to provide temporary accommodations using an abbreviated interactive process. The expedited accommodation process has been communicated as part of a general communication to faculty and staff that discussed the four phases of operation, expectations of working on campus and the measurements that will be needed to effectively reopen for face to face/blended instruction this fall.

**What would we do in Condition Red or Green?**

**Condition Red:** We will revert to remote working that we are currently practicing for a majority of roles. If we will continue in this stage for a long period of time, we will need to swiftly evaluate what resources will be needed and whether resources not having work may need to be impacted, depending on the options and tools at the time.

**Condition Green:** Most roles will return to campus. Operations will continue with the potential for more in person meetings, etc., based on state guidelines at the time. Training sessions will be delivered in both modes, in person and Zoom. Accommodation requests should taper off for faculty and staff. Most faculty members should be able to return to F2F instruction.

**10. Intercollegiate Athletics (Intercollegiate Athletics Team)**

The mission of the UNH Intercollegiate Athletics Committee is to create models consistent with university protocols for intercollegiate athletes to safely return to practice and play. The Athletics Committee is assessing on a daily basis what is occurring nationally. A recommendation for resumption of practice and play will be given to President Dean by the end of July.

The Athletics Department and its leadership is partnered with the VPA Office, Health Services, Dean Ferrara and Wentworth-Douglass physicians and administrators to study, review and ascertain the feasibility of return to play this fall. This committee is one of many at UNH that is charged with establishing best practices for a safe return to campus.

Athletic leadership is in constant communication with the NCAA and all league affiliates: America East (overarching sport conference), CAA (football conference) and Hockey East. All have established weekly meetings that review in real-time budgetary savings, practice protocols, competition and championship scenarios.

**11. Alumni engagement (Alumni Engagement Team)**

We recognize the need to develop a hybrid approach to alumni and donor engagement for the foreseeable future.
We will confer at least monthly with the alumni who lead our networks around the country to ensure we understand their interests in how they may best stay connected with us. Additionally, for those regions of the country where we would normally host alumni events, we will monitor state health guidelines. The combination of these two efforts will ensure that once our alumni feel comfortable meeting in person, we can ensure appropriate safety measures for our staff, and if state guidelines permit such gatherings, we will be prepared to work with them safely to organize regional alumni events. When that happens, we will follow our on-campus event protocols. In the meantime, we will continue our robust virtual programming; this will provide alumni with informative and relevant webinars, virtual networking opportunities, and ongoing virtual series highlighting campus personalities (e.g. UNH Chef Jack cooking demos). We will also feature campus community organizations, such as fraternities and sororities, with the intent of highlighting their history, tradition and positive impact on campus life. Virtual programs will target specific audiences such as students, young alumni, alumni families, alumni preparing for reunion, volunteers, and donors.

While we aim to complete more than 2,000 visits in FY21 as we kick off the second year of the campaign, we will follow state guidance and focus on staff and donor safety, honoring the comfort level of those alumni and friends with whom we are seeking in-person visits. We will continue to utilize virtual meeting opportunities for cultivation and solicitation and seek to create meaningful stewardship experiences for donors. Our stewardship team will continue to ensure our current donors are well-informed about their philanthropy and stay closely connected to the students, faculty and programs that they generously support. The importance of expressing gratitude, delivering timely financial reporting and communicating with our donors has never been more significant.

12. Tuition and fees (Financial Controls Team)

The University will not rebate tuition as long as remote delivery is available. A UNH credit hour earned has a market value as does the UNH degree. The University has a responsibility to protect both. The same faculty and support staff are delivering instruction now through remote instruction as was the case prior to Spring break. Moreover, UNH does not differentiate between a credit hour earned online versus one earned in residential classes. During January Term and Summer Session, for example, both delivery systems are priced at the same tuition rate. Of note, prior to COVID 19 disruption, fully online programs at UNH were priced consistent with traditional program delivery. Lastly, because there is no difference in online tuition price, there is also no difference in any financial aid awarded to discount tuition.

Policy on refunds or price decrease for housing, dining, and fees is in progress as Fall academic calendar is finalized.

13. Travel, purchasing, and hiring (Financial Controls Team)

Because of the continued uncertainty related to COVID 19 and significant additional costs that will be incurred for safe return to campus, it is expected that non-essential travel and hiring will be frozen and discretionary spending will be curtailed until further notice.