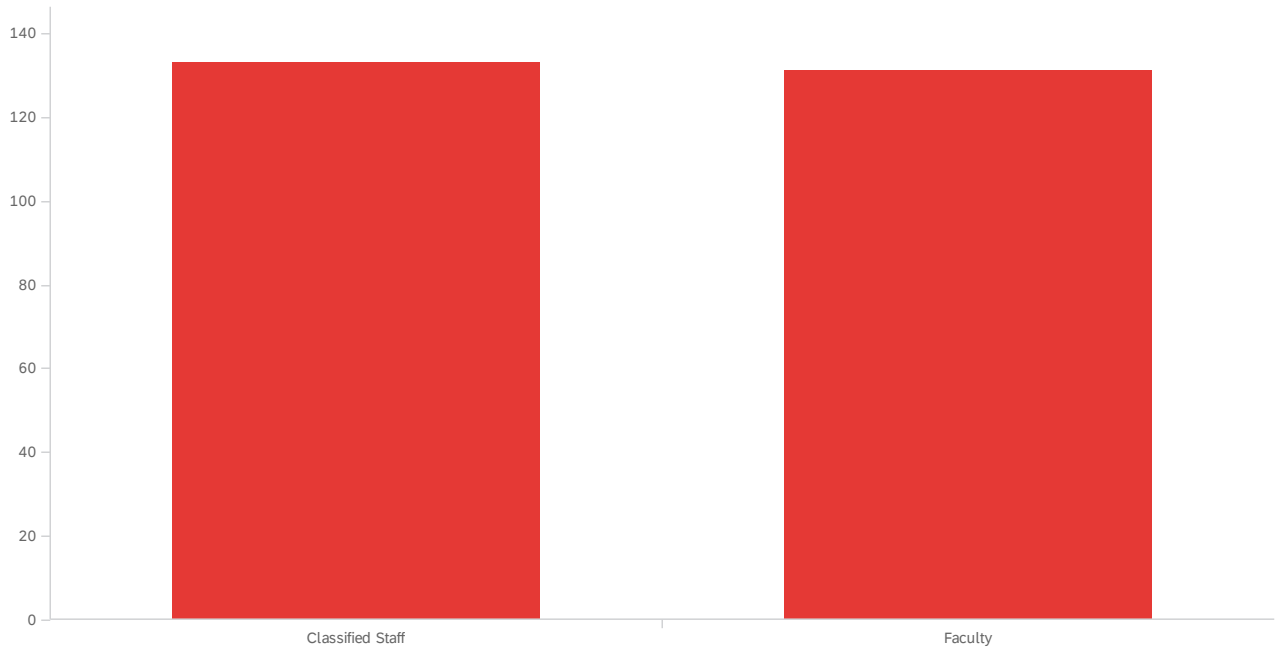


Faculty and Staff Breakout

Faculty and Classified Staff Return to Work Survey

July 23, 2020 1:30 PM PDT

Q2.4 - Are you classified staff or faculty?

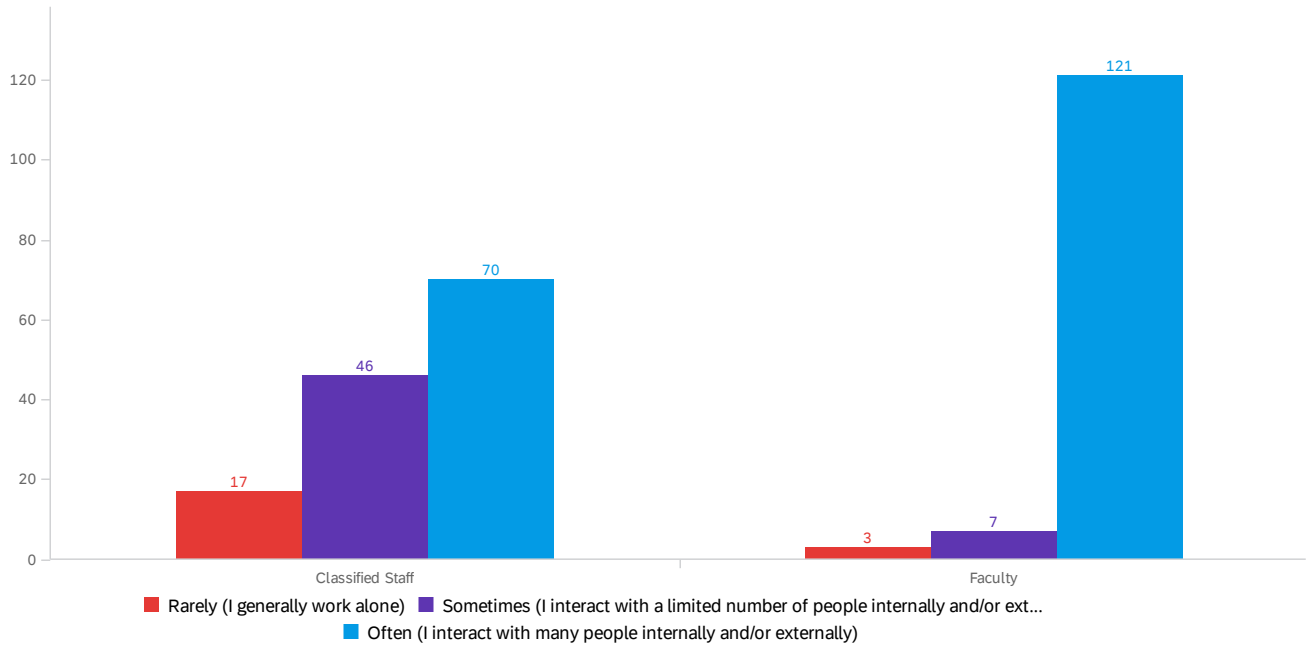


#	Field	Choice Count
1	Classified Staff	50.38% 133
2	Faculty	49.62% 131

264

Showing rows 1 - 3 of 3

Q2.2 - Under typical circumstances, how often does your role require you to have in-person interactions with other people in the workplace? (i.e., coworkers, customers, general public)

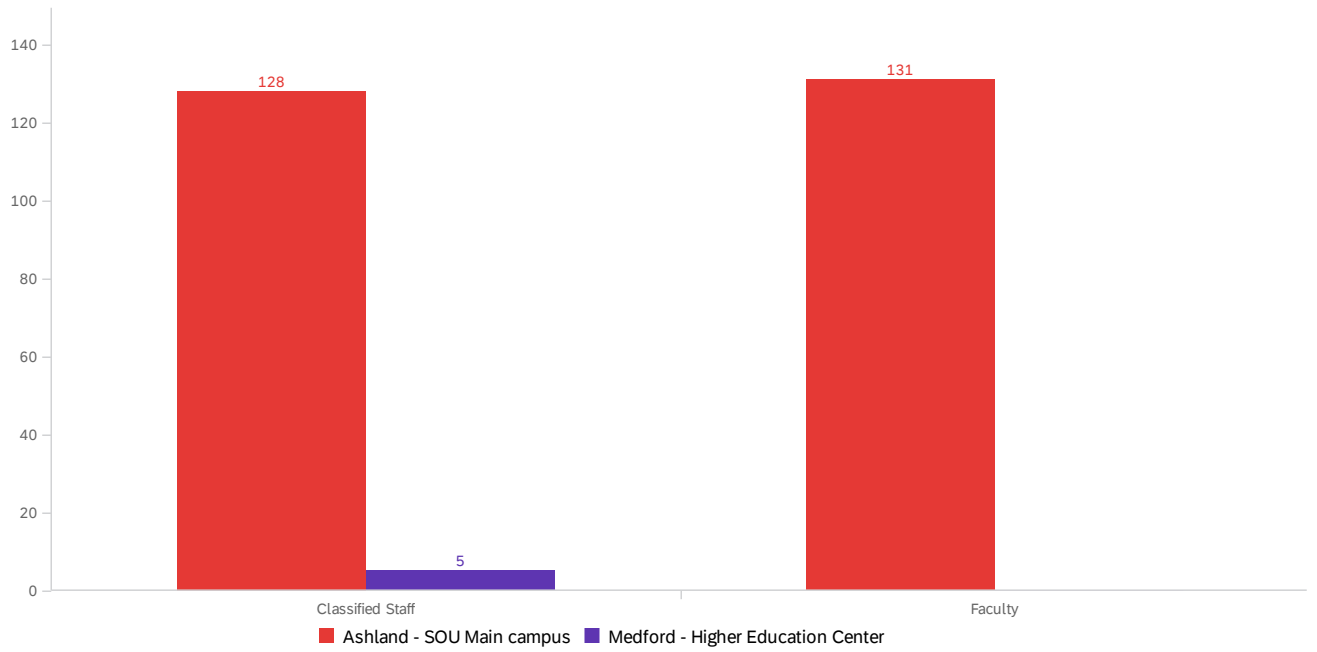


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	3.00	2.40	0.70	0.50	133
2	Faculty	1.00	3.00	2.90	0.37	0.14	131

#	Field	Classified Staff	Faculty	Total
1	Rarely (I generally work alone)	85.00% 17	15.00% 3	20
2	Sometimes (I interact with a limited number of people internally and/or externally)	86.79% 46	13.21% 7	53
3	Often (I interact with many people internally and/or externally)	36.65% 70	63.35% 121	191

Showing rows 1 - 3 of 3

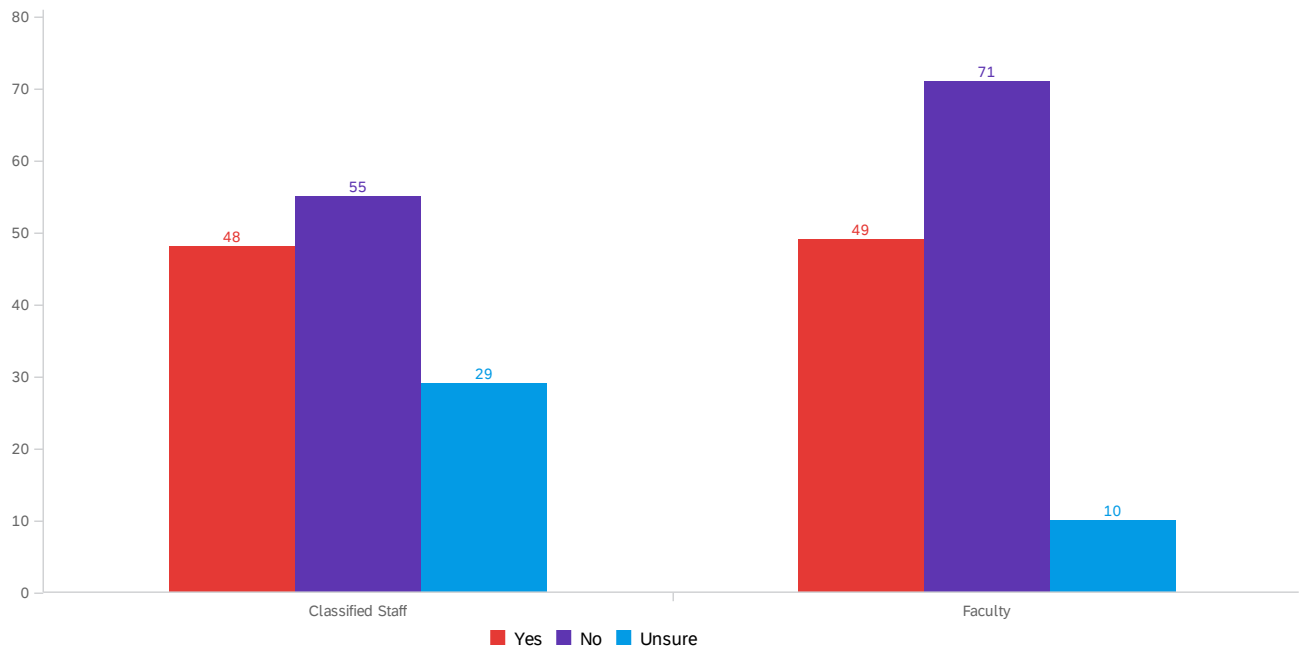
Q2.3 - In which location do you typically work?



#	Field	Classified Staff	Faculty	Total
1	Medford - Higher Education Center	100.00% 5	0.00% 0	5
2	Ashland - SOU Main campus	49.42% 128	50.58% 131	259

Showing rows 1 - 2 of 2

Q2.5 - Are you considered high-risk for COVID-19 according to the CDC guidelines?



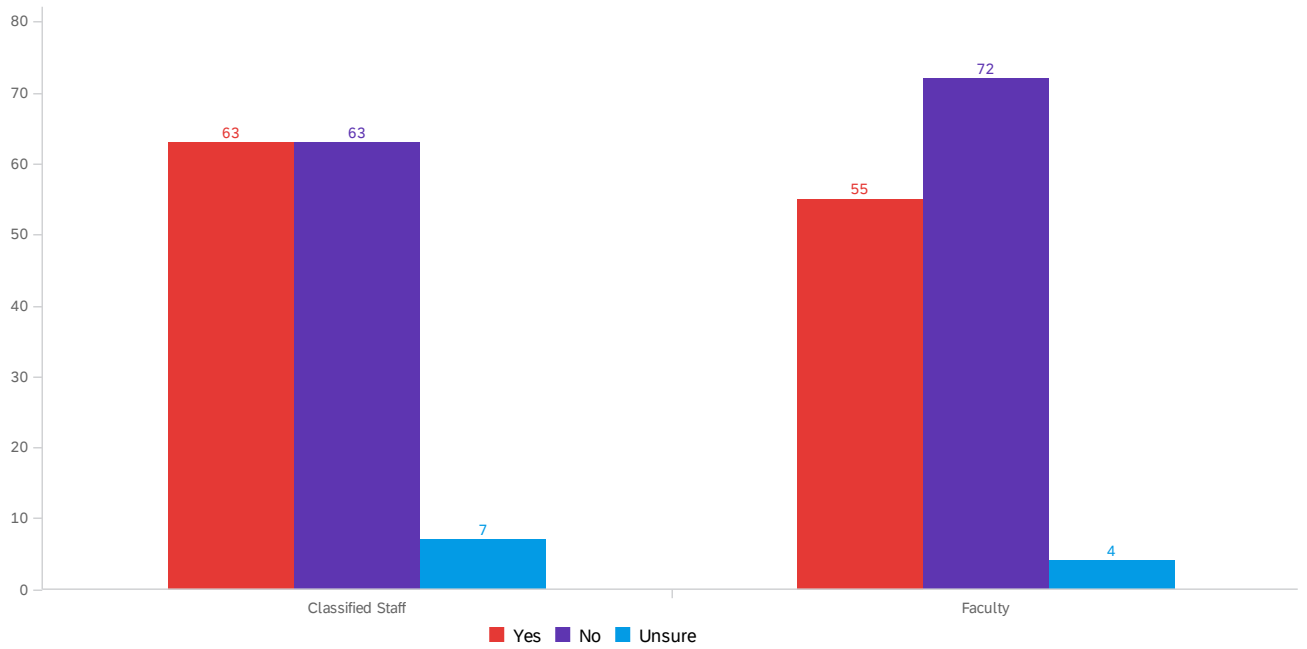
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	3.00	1.86	0.75	0.56	132
2	Faculty	1.00	3.00	1.70	0.60	0.36	130

#	Field	Classified Staff	Faculty	Total
1	Yes	49.48% 48	50.52% 49	97
2	No	43.65% 55	56.35% 71	126
3	Unsure	74.36% 29	25.64% 10	39

Showing rows 1 - 3 of 3

Q2.6 - Do you live with or provide care for someone who is considered high-risk for

COVID-19 according to the CDC guidelines?

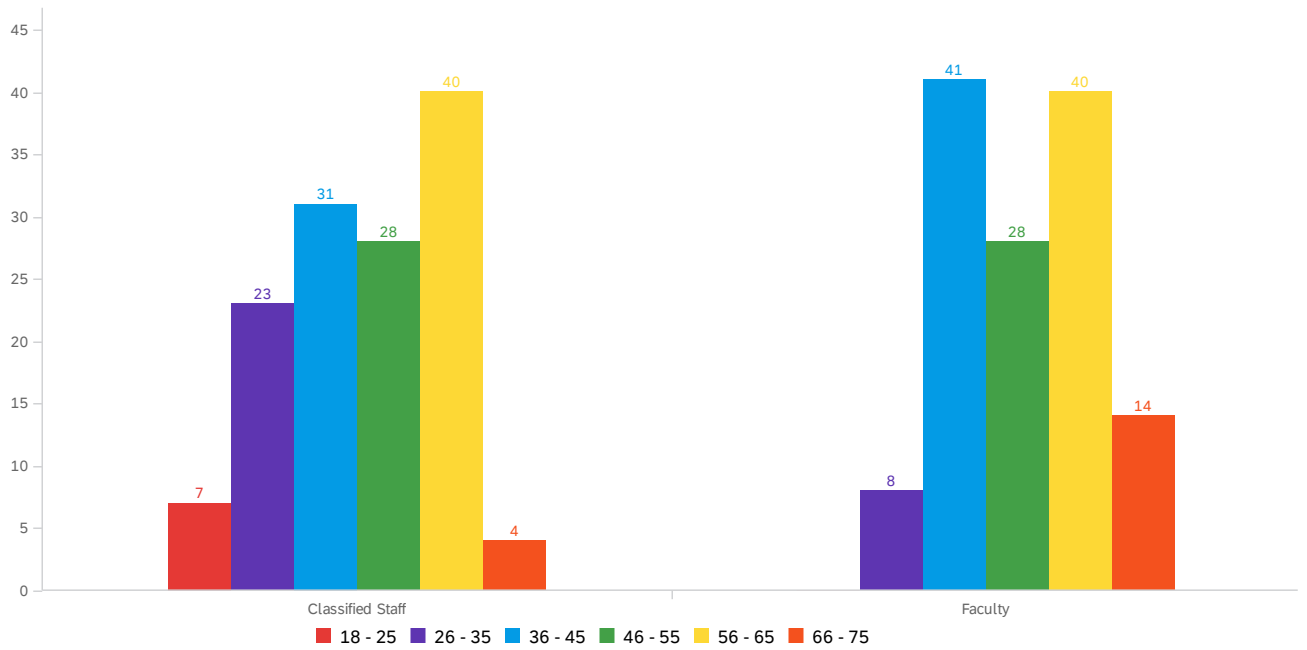


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	3.00	1.58	0.59	0.35	133
2	Faculty	1.00	3.00	1.61	0.55	0.30	131

#	Field	Classified Staff	Faculty	Total
1	Yes	53.39% 63	46.61% 55	118
2	No	46.67% 63	53.33% 72	135
3	Unsure	63.64% 7	36.36% 4	11

Showing rows 1 - 3 of 3

Q2.7 - Which age range do you fall within?

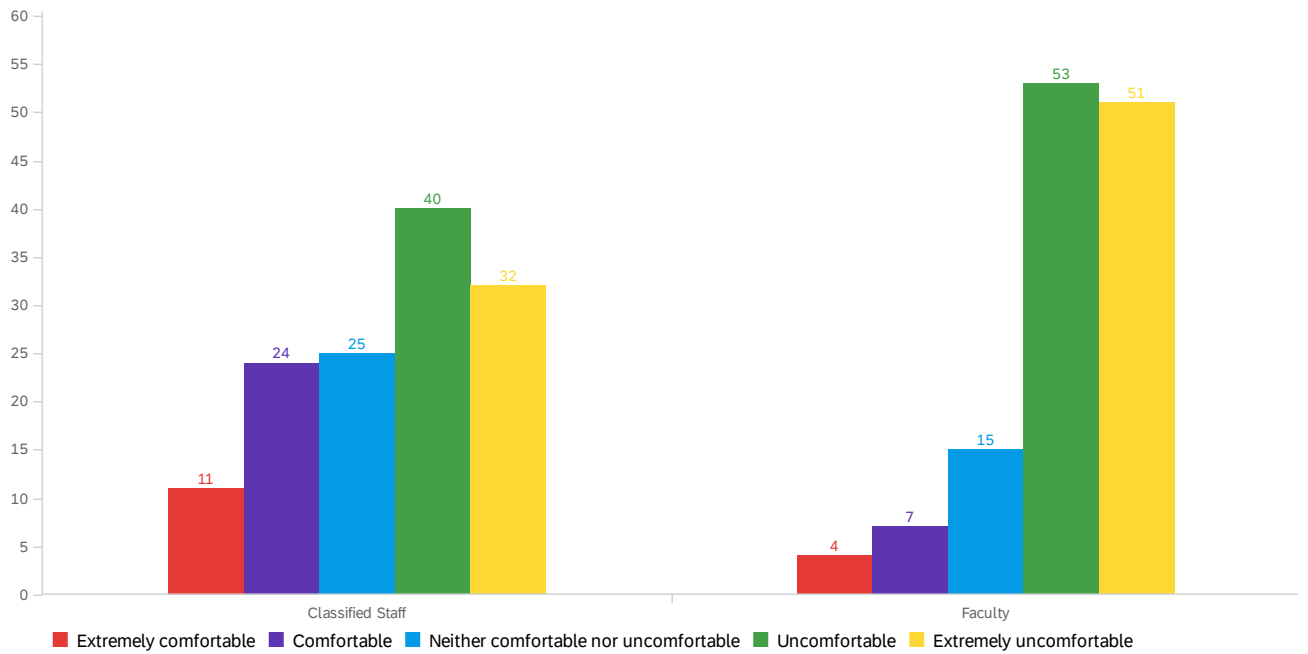


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	6.00	3.62	1.30	1.68	133
2	Faculty	2.00	6.00	4.08	1.13	1.28	131

#	Field	Classified Staff	Faculty	Total
1	18 - 25	100.00% 7	0.00% 0	7
2	26 - 35	74.19% 23	25.81% 8	31
3	36 - 45	43.06% 31	56.94% 41	72
4	46 - 55	50.00% 28	50.00% 28	56
5	56 - 65	50.00% 40	50.00% 40	80
6	66 - 75	22.22% 4	77.78% 14	18

Showing rows 1 - 6 of 6

Q3.1 - How comfortable are you returning to work on campus?

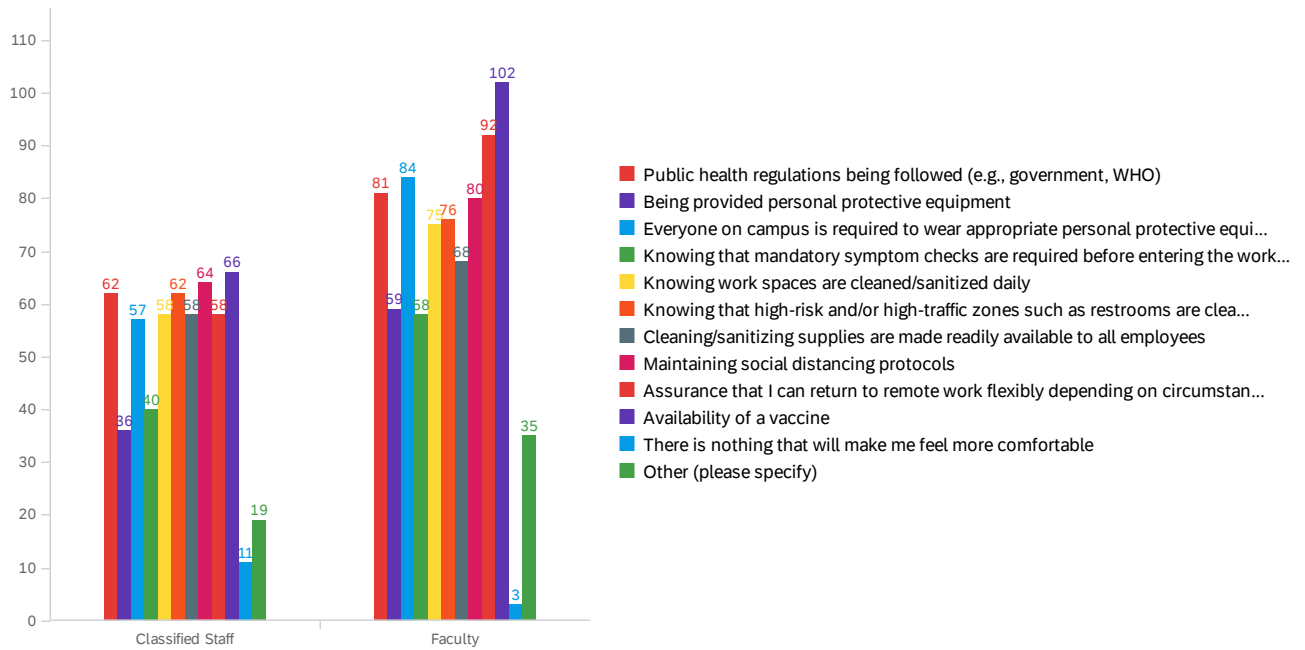


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	2.56	1.26	1.59	132
2	Faculty	1.00	5.00	1.92	1.00	0.99	130

#	Field	Classified Staff	Faculty	Total
1	Extremely uncomfortable	38.55% 32	61.45% 51	83
2	Uncomfortable	43.01% 40	56.99% 53	93
3	Neither comfortable nor uncomfortable	62.50% 25	37.50% 15	40
4	Comfortable	77.42% 24	22.58% 7	31
5	Extremely comfortable	73.33% 11	26.67% 4	15

Showing rows 1 - 5 of 5

Q3.2 - What factors would help you feel more comfortable? Please select all that apply.



#	Field	Classified Staff	Faculty	Total
1	Being provided personal protective equipment	37.89% 36	62.11% 59	95
2	Knowing that mandatory symptom checks are required before entering the workplace	40.82% 40	59.18% 58	98
3	Knowing work spaces are cleaned/sanitized daily	43.61% 58	56.39% 75	133
4	Cleaning/sanitizing supplies are made readily available to all employees	46.03% 58	53.97% 68	126
5	Maintaining social distancing protocols	44.44% 64	55.56% 80	144
6	There is nothing that will make me feel more comfortable	78.57% 11	21.43% 3	14
7	Other (please specify)	35.19% 19	64.81% 35	54
8	Public health regulations being followed (e.g., government, WHO)	43.36% 62	56.64% 81	143
9	Assurance that I can return to remote work flexibly depending on circumstances	38.67% 58	61.33% 92	150
10	Availability of a vaccine	39.29% 66	60.71% 102	168
11	Everyone on campus is required to wear appropriate personal protective equipment (e.g. masks) at all times	40.43% 57	59.57% 84	141
12	Knowing that high-risk and/or high-traffic zones such as restrooms are cleaned/sanitized often enough to render them safe	44.93% 62	55.07% 76	138

Showing rows 1 - 12 of 12

Q3.2_7_TEXT - Other (please specify)

Classified Staff

Other (please specify)

All of the above are of course of some reassurance, particularly vaccine/cleaning/PPE being observed. But this is still a very unpredictable situation and a disease that cannot be taken lightly.

Public is made well-aware of SOU mask and social distancing requirements before stepping into a building.

knowledge

I need some sort of reassurance, backed by seeing action, showing me that the steps to improve safety are being DONE and not merely talked about. In other words, there is a trust issue to address.

All of the above do of course help to reduce risk - but, I hesitate to say that I can be entirely comfortable, either on my own behalf or behalf of fellow employees. It's possible to become ill even with all precautions taken, and I feel that there's no such thing as being too cautious in this instance. I am fortunate to be in a position where physical distancing is uncomplicated - but, when thinking of both myself and all those who may come to campus, I feel that neither this disease or its risk factor should be taken for granted.

Keeping campus closed to public/keeping my in person interactions limited

Better testing

Since I'm a custodian I'm the one cleaning/sanitizing spaces and I have ppe and adequate chem supplies. I just hope the students take precautions.

Better management of Covid19 by public officials. Absence of cases in Jackson County for at least two weeks before the start of term. Jackson County community members taking the necessary precautions to slow the spread of the virus, as communities in countries like South Korea and New Zealand have done.

herd immunity

Remain closed to the public

Knowing that if I do catch it at work that I will not be losing my paycheck while out sick.

testing for virus easily available

In-person interactions only where there is good air flow (probably not possible when it's really cold or really hot), AND everyone is wearing a mask, AND frequent sanitizing of common areas, especially restrooms.

New research from the WHO suggestst that droplets can remain in the air for sometime and that building with poor HVAC systems could cause the virus to spread through the ventilation system. I would need to know the HVAC system is my current, in good working order, and up to code

Other (please specify)

I have a husband who is high risk and a newborn baby. Other people who don't follow the rules make me nervous. Even though my job sometimes requires other people 90% of what I do could be done from home, which is preferred.

Based on current trends in the demographics associated with our student body, I believe that community spread will be inevitable once students return

The main thing that would make me more willing to return to campus is a vaccine, but if it could be verified that cleaning would take place and that there would be sanctions for those not following the mandatory mask and social distancing criteria, that would make me feel a little better. Additionally, our cubicles do not provide enough distance between people to maintain the proper social distance.

Knowing that people are actually following CDC guidelines.

Faculty

Other (please specify)

Lots of coronavirus testing!

Faculty and Staff inclusion on reopening plans. Right now the majority of people working on this seem to be upper Admin.

Clarification on the details of what in-person classes will look like in the Fall and my ability to decide if that is enough to facilitate teaching safely.

None of these seem plausible in a classroom setting.

The administration stopping trying to get as many students on campus as possible - when they realize they are asking us to do two diametrically opposed things

Availability of effective treatment

A significant decrease in the trend of infections, as opposed to a daily increase

Smaller class size to ensure we can adhere to the 10 and under indoor limit if it is still in effect in fall.

ventilation of all indoor spaces (but especially bathrooms)

COVID testing provided on weekly basis with 24 hour result turn around

Availability of a vaccine needs to be combined high immunization rates in our campus and broader communities. A vaccine alone will not help me feel more comfortable.

Other (please specify)

While all of the factors listed are important components in minimizing exposure to COVID-19 on campus, the real (and unaddressed) question is how all of these factors will be enforced. I do not have confidence in the administration's commitment, nor do I have confidence in the student body to respect my health or my family's health if face-to-face instruction was mandated or encouraged.

I do not have confidence that SOU has the resources or the administrative commitment to adequately reduce COVID risk on-campus. The factors listed here are all excellent ways to reduce COVID, but they will not reduce risk to an acceptable level to ensure that students, staff, faculty, families, and the community won't be exposed unnecessarily to infection. Better-funded universities that are planning to reopen are also planning to spend extensively on PPEs and other resources that would increase campus safety; our campus doesn't have the resources to invest adequately on PPEs, etc. to ensure safety (e.g., having enough masks for every student to get a new mask daily, if needed, etc.). Asking faculty to clean classrooms before teaching, enforce mask wearing, maintain social distancing, etc. threaten to undermine a positive classroom social and learning environment. The wearing of masks in class will undermine the teaching that I do every class, which is focused on effective communication. All aspects of teaching face-to-face will hinder or harm effective teaching so long as COVID remains a serious threat to our community.

Full faith that SOU administrators are being realistic about the virus, student behavior, and following the best scientific evidence available. Also that they value faculty autonomy.

All of these things need to be done for it to be worthwhile. But, really, if the institution cared about health rather than just tuition dollars, everything would be remote in the fall. The severe capitalist motivation of the university (and all of higher ed) is such that in-person at any cost (see above specifications in the table) is prioritized to health because you can't be infected on campus if you're not on campus. To disguise this as "student-centric with regards to learning" is incorrect and frustrating.

The ability to work remotely if I need to or want to

Student symptom checks before class

plexiglass barriers between lecterns/whiteboards and student seating areas

Clear information about the indoor air quality and circulation of work spaces

regular testing, contact tracing starts when symptomatic student (faculty or staff) take a test and isolation applies to all people they have been in contact with

Limiting access to faculty, staff, students and others with affiliate or purchased SUU memberships

The difficulty of monitoring students who travel to campus from other areas requires a 14-day quarantine.

Other (please specify)

I have low confidence that SOU admin and staff will respond flexibly, decisively and effectively to changing circumstances. In particular, I think that we will collectively fail to do a proper job of reconfiguring the course schedule, course enrollment maxes and room maintenance to respond to whatever happens this Fall.

a sense that there is leadership from the top down (nationally, state, local, school) that is driven by something other than economics

Personal agency respected

More remote work options when possible particularly for high risk groups

Randomized PCR testing of student and staff faculty population for Virus particles, even if asymptomatic.

Students are required to wear masks or if unable due to medical reasons will take classes remotely.

cleaning is huge - not just cleaning by faculty and students but cleaning by professionals. Students following the same requirements (face coverings / health checks) as faculty and staff.

Even with many of the above measures being taken, there is still significant risk. Self-care is something which I can control. Having certainty that others are taking care and following protocols is outside of my control.

None of these address the childcare/homeschooling issues that many of us will be facing.

As long as the virus rages, a vaccine and all items above it would be needed to assure highest levels of safety.

My studio space is too small to safely distance from another person.

Teaching remotely would make me feel comfortable.

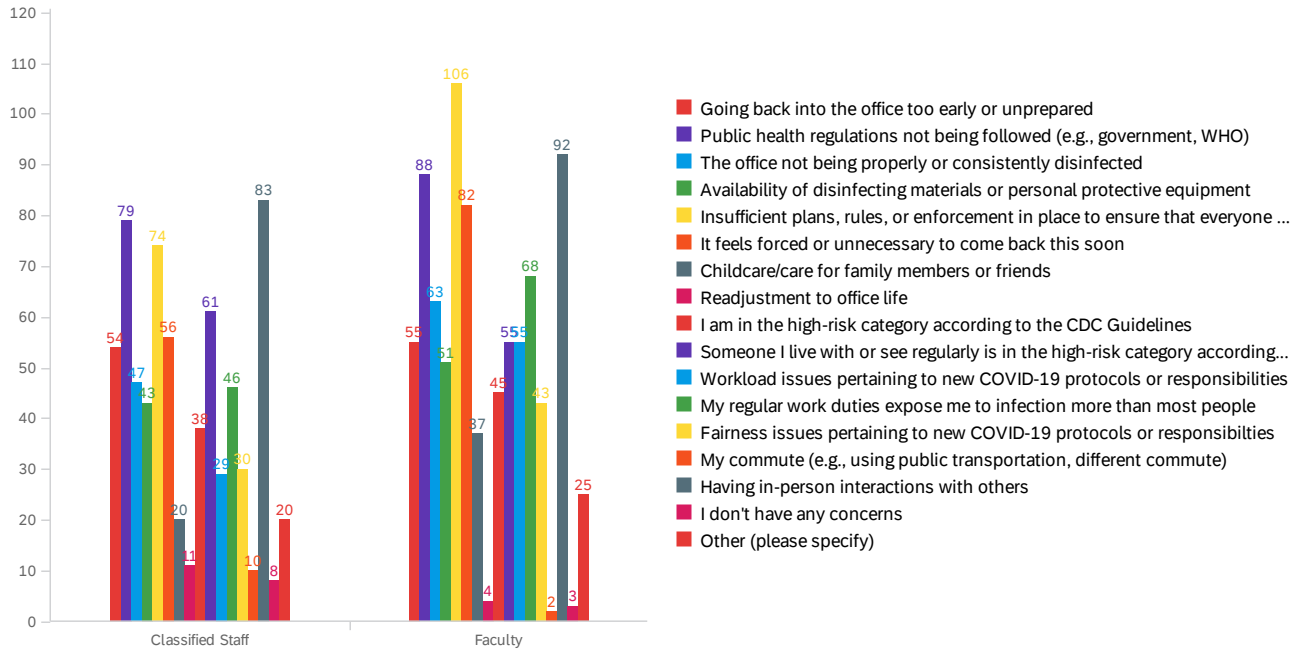
under no circumstances should we be opening campus. It's surreal we are actually having this conversation. Look at what is happening around the US when places are reopening. Reopening campus would be insane. Please stop being insane.

Other

Other (please specify)

Q3.3 - What are your main concerns about coming back into the workplace? Please

select all that apply.



#	Field	Classified Staff	Faculty	Total
1	Going back into the office too early or unprepared	49.54% 54	50.46% 55	109
2	The office not being properly or consistently disinfected	42.73% 47	57.27% 63	110
3	Availability of disinfecting materials or personal protective equipment	45.74% 43	54.26% 51	94
4	I don't have any concerns	72.73% 8	27.27% 3	11
5	Childcare/care for family members or friends	35.09% 20	64.91% 37	57
8	Readjustment to office life	73.33% 11	26.67% 4	15
9	My commute (e.g., using public transportation, different commute)	83.33% 10	16.67% 2	12
10	Other (please specify)	44.44% 20	55.56% 25	45
11	Having in-person interactions with others	47.43% 83	52.57% 92	175
12	Public health regulations not being followed (e.g., government, WHO)	47.31% 79	52.69% 88	167
13	Workload issues pertaining to new COVID-19 protocols or responsibilities	34.52% 29	65.48% 55	84
14	Fairness issues pertaining to new COVID-19 protocols or responsibilities	41.10% 30	58.90% 43	73
15	Insufficient plans, rules, or enforcement in place to ensure that everyone properly protects themselves and others from infection	41.11% 74	58.89% 106	180

#	Field	Classified Staff		Faculty		Total
16	It feels forced or unnecessary to come back this soon	40.58%	56	59.42%	82	138
17	I am in the high-risk category according to the CDC Guidelines	45.78%	38	54.22%	45	83
18	Someone I live with or see regularly is in the high-risk category according to the CDC Guidelines	52.59%	61	47.41%	55	116
19	My regular work duties expose me to infection more than most people	40.35%	46	59.65%	68	114

Showing rows 1 - 17 of 17

Q3.3_10_TEXT - Other (please specify)

Classified Staff

Other (please specify)

People (Staff and students) returning from various parts of the country.

I don't want to enforce the mask rules

My GF/fiance is a medical professional. She does not get unemployment. If I get sick, I destroy her income.

Ensuring students follow guidelines

people not wearing masks

Asymptomatic persons, delayed testing results

My concern is that students may not follow guidelines.

Worrying that contact tracing is not enough, people without symptoms should be tested proactively before groups of people gather

I am close to high-risk age category (64)

We need safety to be our first priority. I worry that more employees than absolutely necessary will return to working in-person. These are unprecedented times and need to be treated as such. There isn't a need to rush back to anything remotely close to normal, especially when remote work can be done well and efficiently. Many other universities are not returning to in-person status, and I am not entirely sure why SOU has made the decision to do so, considering that the risks around Covid19 are not being well managed by public officials. The risks of death and serious harm greatly outweigh the benefits of students getting to attend in-person classes. Perhaps SOU is in a dire financial circumstance, but ideally we would be motivated by keeping individuals safe rather than by economic need. It is unfortunate that as a nation we do not have enough support from the government to survive these times of economic hardship. I worry that the mass-migration of students back to Jackson County is inherently risky for everyone in the county, not just the SOU community. I'm grateful that our Union leaders want to hear our thoughts and for the work you have all done and continue to do.

Having to wear a mask at work

Other (please specify)

i don't want to be forced to wear a mask, too uncomfortable and claustrophobic. I don't want my temperature taken daily, too invasive.

IT IS NOT SAFE! Too much is unknown about this virus!

the students are my highest concern. I dont feel they will do all the things to keep everyone safe

My work area is already partially open and I am working a hybrid schedule. I would like to be able to maintain that and possibly pivot back to fully remote work if the pandemic worsens in the fall and winter months.

Air flow is a huge factor in infections and I don't see that as being easily solvable.

Restrooms. COVID can exist for much longer in restroom with toilets flushing. Won't be able to use restroom if at work.

I currently work on-site daily.

I rely mainly on public transit to make the commute to Ashland, and cannot guarantee that the buses will be running reliably, or will have enough capacity. Additionally, our cubicle layout does not provide enough social distancing space.

mental health concerns

Faculty

Other (please specify)

Students not following public health guidelines

ventilation in office and classrooms

concern about whether the requirements for us to be actually reopening are being met or ignored

Interactions with students who are careless and unconcerned

Wearing masks and keeping a minimum of 6 feet apart is not conducive to the work done in my discipline. We can't share computers safely, not to mention the other spaces and equipment we use routinely.

Other (please specify)

Lack of focus on pedagogical reasons for remote teaching (e.g. some pedagogical approaches will be more effective remotely than in person during a pandemic). Old buildings with bad air circulation (many of my classrooms are already too hot in the summer and too cold in the winter when other parts of the buildings are fine because the air systems are so poor). Being in a space for long periods of time with a group of students in discussion based classes. Not requiring masks (face coverings such as shields are less likely to protect others as more data suggests this virus is airborne not just from large droplets but also from small). Concerns about needing to use spaces such as bathrooms where masks might not be used by others and we cannot enforce mask use. Too much of a focus on cleaning surfaces when data seems to suggest that surface transmission is much less risky than being indoors in spaces with others for extended periods of time.

I am concerned about the ability of faculty, staff, and students to maintain social distancing and proper use of PPE under face-to-face instruction. I also worry about the ethics of requiring custodial staff, faculty, students, and residence hall staff to constantly maintain "just-in-time" disinfection of all common areas.

I am concerned about the ethical and legal implications of choosing, unnecessarily, to return to face-to-face instruction under COVID and then infecting others. I am also concerned about the ethical implications of having others put themselves at risk, unnecessarily, for SOU to reopen campus (e.g., custodians, financial aid and admissions service staff, Student Life staff, residence hall staff, etc.).

There is simply no way to control that many people in one place (see: COVID parties at Alabama - don't think we're immune to this by any means). The public, of which students are members, have demonstrated that they are not equipped to deal with the stressors of a pandemic - cognitive psych research supports this. It will be impossible to account for all of these variables with in-person delivery. But, hey, gotta get those tuition dollars!

Given recent findings related to aerosol spread of SARS-CoV-2, there may be no safe way to hold classes

Students not practicing safety protocols outside of the classroom

As a single parent I need to rely on my older relatives who are at risk for my children when I work on site

Air flow and circulation of aerosols in classroom, particularly as weather gets colder.

How to negotiate protective equipment & social distancing with pedagogical goals

Insufficient testing, delay contact tracing, asymptomatic carriers, the stress and anxiety associated with being forced to interacted with people in poorly ventilated work spaces, the fact that my medical history makes it likely I would have a sever reaction but I don't meet CDC guidelines for high-risk

I will be working in Lithia Motors Pavilion. In addition to students, this is an area where athletes converge. I believe they are a particularly risky group to be around.

Other (please specify)

the curve has not grounded, and I fear that it will be for naught when an outbreak comes to campus and we shut down again, resulting in more chaos.

availability of professional cleaners

Actual data suggest that it is impossible to safely return to campus. Yet administration - most of whom will NOT interact with students or anyone else - is willing to sacrifice literal lives so that they can keep their jobs.

I have lost three family members to covid in two months. That is a lot to process and then asking me to risk myself and kids

Although not in a high risk category, none of us know how we would actually fare if we were to contract COVID.

Concern for safety of others (e.g., staff and students) as well as concern that students will not feel comfortable returning yet.

large enough Class room space doesn't match roster size

All of the necessary precautions are overwhelming. It would be better to teach remotely.

again...please don't be insane. Feel free to be insane if it only impacts YOUR life...not an entire community.

Other

Other (please specify)

Q3.4 - Please rank your main concerns about coming back to work, placing your greatest concern at the top of the list and your least concern at the bottom of the list. You can move your concerns around by clicking on a concern to select it, then you can move that concern using the up and down arrows on either side of the list.

Classified Staff

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
16	I don't have any concerns	1.00	1.00	1.00	0.00	0.00	8
10	Someone I live with or see regularly is in the high-risk category according to the CDC Guidelines	1.00	8.00	3.08	2.07	4.28	60
2	Public health regulations not being followed (e.g., government, WHO)	1.00	10.00	3.19	2.12	4.49	77
9	I am in the high-risk category according to the CDC Guidelines	1.00	10.00	3.26	2.40	5.77	38
5	Insufficient plans, rules, or enforcement in place to ensure that everyone properly protects themselves and others from infection	1.00	9.00	3.52	2.06	4.25	73
1	Going back into the office too early or unprepared	1.00	10.00	3.54	2.16	4.66	54
17	Other (please specify)	1.00	14.00	3.55	3.38	11.45	20
6	It feels forced or unnecessary to come back this soon	1.00	11.00	3.95	2.36	5.59	56
12	My regular work duties expose me to infection more than most people	1.00	10.00	3.96	2.48	6.17	46
7	Childcare/care for family members or friends	1.00	7.00	4.10	1.89	3.59	20
3	The office not being properly or consistently disinfected	1.00	11.00	4.43	2.35	5.52	47
15	Having in-person interactions with others	1.00	13.00	4.78	2.84	8.05	82
4	Availability of disinfecting materials or personal protective equipment	1.00	10.00	4.86	2.35	5.50	42
8	Readjustment to office life	1.00	9.00	4.91	1.98	3.90	11
11	Workload issues pertaining to new COVID-19 protocols or responsibilities	1.00	9.00	5.75	2.53	6.40	28

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
14	My commute (e.g., using public transportation, different commute)	2.00	12.00	5.80	2.89	8.36	10

13	Fairness issues pertaining to new COVID-19 protocols or responsibilities	1.00	12.00	6.38	3.01	9.06	29
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Faculty

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
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16	I don't have any concerns	1.00	1.00	1.00	0.00	0.00	3
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2	Public health regulations not being followed (e.g., government, WHO)	1.00	11.00	3.17	2.27	5.14	86
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5	Insufficient plans, rules, or enforcement in place to ensure that everyone properly protects themselves and others from infection	1.00	12.00	3.35	2.05	4.19	104
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9	I am in the high-risk category according to the CDC Guidelines	1.00	9.00	3.48	2.01	4.02	44
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1	Going back into the office too early or unprepared	1.00	12.00	3.87	2.59	6.72	53
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6	It feels forced or unnecessary to come back this soon	1.00	9.00	3.88	2.27	5.13	80
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10	Someone I live with or see regularly is in the high-risk category according to the CDC Guidelines	1.00	10.00	3.91	2.56	6.57	54
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3	The office not being properly or consistently disinfected	1.00	9.00	4.39	2.02	4.07	61
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7	Childcare/care for family members or friends	1.00	11.00	4.47	2.58	6.64	36
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15	Having in-person interactions with others	1.00	14.00	4.99	3.23	10.46	90
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12	My regular work duties expose me to infection more than most people	1.00	11.00	5.18	2.73	7.46	67
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4	Availability of disinfecting materials or personal protective equipment	1.00	11.00	5.53	2.60	6.78	49
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11	Workload issues pertaining to new COVID-19 protocols or responsibilities	1.00	12.00	5.53	2.74	7.53	53
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8	Readjustment to office life	3.00	9.00	6.67	2.62	6.89	3
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17	Other (please specify)	1.00	14.00	6.72	3.99	15.88	25
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13	Fairness issues pertaining to new COVID-19 protocols or responsibilities	2.00	13.00	7.95	2.56	6.53	41
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14	My commute (e.g., using public transportation, different commute)	4.00	13.00	8.50	4.50	20.25	2
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Q3.5 - Please provide more information about these concerns and how you think SOU

can best address them.

Classified Staff

Please provide more information about these concerns and how you think SOU...

Except for my worry about in-person interactions and my personal commute, the rest are worst-case scenarios (lack of planning, not following health regs). I think SOU is working hard at the planning and implementation; my worry is anything that might be missed.

I don't know how SOU can best address the issue of people not wearing masks

Enforcing masks, social distancing, disinfecting, temp checks, etc and allowing those that can work from home, continue/begin to do so.

I'm considered essential, so I've been here the whole time. My job includes going into student apartments and residential halls, therefore I feel at high risk!

I think SOU needs to look at allowing employees who are able to work from home effectively to do so indefinitely. The more people physically on campus, the greater the risk to the employees, families, campus community, and community at large. We need to remember that vaccines are not 100% effective. Many people get the flu even with a vaccine and some die each year. This thing, COVID-19, is not going away .. ever. Masks do not work 100%. They skew the odds, maybe, in our favor, but we have to balance that knowing that OSHA says masks put the wearers at risk of other medical problems and warns against the very use we seem to be insisting on. We need to look at re-engineering building ventilation to include more filtration within the buildings. This is going to be expensive.

more support staff to clean

only concern is that i have seen individuals on campus not following governors orders on face mask inside buildings

I believe minimizing the amount of people on campus would eliminate my concerns.

Please provide more information about these concerns and how you think
SOU...

I commute via the city bus to and from work. While I'm taking the necessary precautions to keep myself safe, I can't control others. While I've been incredibly grateful for the ability to work mostly remotely during this time, I'm expected/forced to work on site in order to get things done. I received a 40% furlough and I feel as though I'm having to work double time to keep up or else too much slips through the cracks. [REDACTED] and only so much can be done remotely, now that we're starting to move forward.) I also know that offices and facilities aren't being cleaned as regularly as they should be. My office trash went 2 months without being taken out so I can only imagine how often surfaces have been cleaned. I acknowledge the steps that the university is taking such as the daily health check ins and increased cleaning regiments, but with the furloughs, there are things sliding through the cracks. I understand the situation is delicate and things are being handled as best as possible right now, but things still need a lot of tweaking before they feel solid again.

How would incoming Students from other Country's and other States that are considered High Risk be tested?

basically i worry that other may not take the regulations and guidelines seriously. and not being perfect, sometimes i forget my mask before exposure might occur. work in progress obviously! and percentages of being around others is always a concern, but that's my job.

I have been here since it started and kept working

Good signage re guidelines, reminders to students including staff modeling good behaviour. Re workload, Housing custodial is already at a bare minimum staff number so we'll see what our number of res is in the fall. In the meantime we're working really hard on big special projects and are...tired. The budget deficit is weighing on everyone.

Proactive, recurring testing until a vaccine is available. Consider limiting potential for spread by segmenting employees and students into sub-groups that only interact with each other. Mail deliveries outside building. IT/facilities coming in to building during off hours. Constant reminders to everyone to use remote contact whenever possible instead of in-person interactions.

Staff and faculty should continue to work remote.

I am worried that people will eventually become complacent and less careful about limiting their exposure and how much they expose others. I am especially concerned about how the students will behave. As a demographic, people in their age group do not seem very concerned about COVID: catching it or spreading it. I am worried that we will open up only to have to close again anyway after many people become ill, and some of them may die.

Please restrict access to campus buildings to faculty and students as much as is legally allowable

The county is still under rising caseloads and counting so the concern should be to follow those rules first and foremost. Their recommendation is masks and distance IF there has to be in person encounters. Are we sure there have to be in person encounters before September? All prep possibly done offsite should be considered before requiring work in person depending on position.

Please provide more information about these concerns and how you think
SOU...

The first concern above is related to having students come back in the fall. Since states have reopened, the number of younger people getting the virus have significantly increased, and they in turn are getting others sick. Teenagers and those in their early 20's are more prone to engage in riskier behavior and are far less likely to take necessary precautions, such as social distancing. While younger ones may not get as sick with the virus, they are passing this on to the more vulnerable age group, which involves most of the staff and faculty. The facts show that the more people you have together, especially in the same room, the higher the risk. I just don't see how opening school in the fall for a couple of months is worth the risk. Besides, let's say a student tests positive. As of now, results of a test may not come back until 3-10 days after being tested, and were not even talking about how many days the person felt sick before being tested. So in that time period, how in the world would you be able to do contact tracing for a college student? Between being in various buildings & classrooms, dining areas, dorms possibly, the SU, and just out in public, a student could come in contact with an endless amount of people. And then the domino effect begins. The health & safety of all involved needs to come first.

I do not feel comfortable with complying or enforcing face coverings.
Remote work, may be an option.

How will students be tested when returning to campus, or will they
PROPER mask wearing be enforced, under the nose is not effective
No mask then what

Above question "Other" category: I am near the high-risk age limit (64).
Clear communication to students upon returning that face masks or shields
are required at all times in public. How will this be encouraged/enforced? (No
mask, no service?)

With the raise in cases, and more restrictions being put in place I feel that it
would be better to stay off campus until we have a better understanding of
how this virus is being transmitted. There is still too many what ifs to make
going back to work safe.

Make decisions based on experts, specifically experts who have managed
Covid19 well, meaning their cities, counties, states, and countries have
actually been able to return to relative normal without significant rises in
Covid19 cases. Take into consideration the context of Jackson County and
whether the risks of the spread of this virus have actually been mitigated.
The current case rate in Jackson County and Oregon are higher than when we
closed and moved to remote learning. Can we depend on city, county, state,
and national leaders to make the right decisions regarding the health and
safety of our citizens, or do we need to be leaders in how this is managed
due to their mismanagement?

I think many SOU positions lend well to remote and distance-based
operations. I think those who can do the majority of their work from home
should do just that (stay home!). There is no reason to return to campus until
the virus is under control unless our work cannot be done elsewhere. I also
acknowledge that we need social interaction for our mental health and that
there is a certain element that is lost for faculty, staff, and our students when
we work and study in isolation; however, we cannot work or study if we are
sick or fighting for our lives. I am confident in our abilities to continue
adapting to a "new normal" and believe we have the strength in leadership
and collective brainpower to find creative ways to move forward in a safe
and balanced manner. Once the virus begins to subside, it seems to me that
we could consider a block schedule (for employees and students) with 50%
being remote and 50% being in-person.

Please provide more information about these concerns and how you think SOU...

My children would normally be in school allowing me to return to work without issues, since they aren't and won't be this fall I will need child care which are only accepting 1/4 the clients they used to. This puts me in a rough spot beyond being in the office a few days a week.

Wearing a mask gives me a headache and fogs my glasses. I understand why they say we should wear them, but I cannot work diligently while wearing one. I would prefer to continue to work from home if masks are required on campus.

We should not be doing in person. Things are not good and they are going to get worse. I live with my parents who are 60+ and have other health concerns. I don't want to bring home disease to them. It's wild to gather a bunch of people from all around the country and expect things not to spread.

We have proven that we can do our work efficiently at home, so why don't they leave us here. I cannot control my coworkers actions, but I certainly can control mine. We work close together and have frequent meetings. There is SO much that is unknown about this virus and it's longterm effects on the body!. I do not want to be a statistic... LET ME STAY HOME AND BE SAFE! My anxiety level is increasing more and more each day as the date of our on-campus work gets nearer.

I would like to make sure everyone wears masks I work as a custodian, and am concerned that my job duties will expand to the point where I'm given so much to do that I'm rushed ,and somehow make a mistake that infects me. I would like the university to provide custodians with face-shields

I feel more comfortable outside. Possibly creating outdoor meeting spaces that can be reserved and used when weather permits.

the students are my highest concern. I dont feel they will do all the things to keep everyone safe

I think SOU should take the conservative approach as we are talking about people's health - workplace outbreaks are one of the drivers of the increased numbers. Bringing students from various places all throughout the country is also concerning. It is not an if someone gets infected, but a when and the contact tracing itself would be incredibly difficult.

I think we are reopening too soon and in the middle of an upword treading spike in Oregon and around the US. We are bringing in students from all over (and faculty/staff)and we aren't sure how they have conducted themselves or who they may have been around. I think people should have the option to continue to work from home (at least through fall term, then reassess before making decision for winter forward)if they have shown that the work can be done remotely and as long as all departmental needs are adequately met.

Personally, I fall within several "high risk," and "intermediate risk" categories, and am very uncomfortable with the thought of returning to face-to-face instruction in the Fall. By the end of Spring Term we were hopeful to return in the Fall, but it was dependent upon the rate of infection leveling off or decreasing. Continuing to plan for face-to-face instruction in the Fall despite the infection rates increasing nationwide is both reckless and dangerously obstinate. The health and well-being of the Campus Community should take precedence over monetary concerns.

Please provide more information about these concerns and how you think SOU...

For those of us with school-age children, the local schools are currently planning a 2 day per week schedule. The remaining days will be online, which means in addition to maintaining our workload at SOU, we have additional duties at home PLUS more exposure via students' school connections PLUS the potential exposure from students attending on-campus SOU courses.

I am worried about the request for remote work in the fall. My work area never fully closed and the provost actually demanded that we were open more hours Spring Term than we wanted to be. When the furloughs hit, the people who were lower risk or wanted to work in the building couldn't cover all the hours and I felt that I had to come back part time to protect my job and help distribute the workload fairly. I am concerned about pressure to be open in the Fall and having no idea what hours our building is going to be open, so not sure if we will be required to work in person or able to pivot and work remotely or work a hybrid schedule of home/onsite so there are less people in the space at any given time. I live with 2 people who are in the high-risk categories and I am an only child with parents in high-risk category, so I am being very careful with my exposure to public spaces to protect them, as well as myself.

I am not sure the university can address them because no matter what we are told money is the bottom line and we are in a deep financial hole that the administration is trying to get out of. Having remote classes again will affect the ability to dig our way out. But until there is a vaccine readily available we are all at severe risk of illness. Students are coming in from all over - including cities with high rates of infection. We are at risk and I don't feel that is right.

I think if we can limit the people staff/students on campus it will help to not spread Covid if someone on campus becomes ill. I think if we have proven that we can do our job well from home, we should be allowed to do so. Childcare and/or school closures will be a concern. I think if staff is forced to return, we should fall under the same guidelines the university is suggesting for students. They are suggesting students not return after Thanksgiving break and finish their work remotely. I feel the same offer should be made to staff. As we all know, many people travel to see loved ones during the holidays. I think as a safety measure all staff should work remotely after the Thanksgiving Holidays!

Plexiglass in front of my work station, everyone wearing masks, public must stay 6 feet away from me and me them, cleaning supplies readily available

Basic concerns about students who forget to bring a face mask or who have an exemption from wearing one. The Re-Juv-Nal disinfecting bottles around campus are a good idea, but the spray has an overwhelming odor when used in enclosed classrooms. If a student tests positive for COVID-19, will contact tracing prevent other students from attending classes or from entering a classroom previously used by the infected student?

Phase-in gradually for those who need face to face conversations. If not essential to be on campus, stay home or use zoom.

I currently come into the office once a week and am in the office with student workers. Even though they have been asked to multiple times, they don't always clean the desks between shifts. They often stand together and talk in groups without masks, and they typically travel over the weekends. The point is, that however hard we try and good we do ourselves, we can't control others - which is what makes coming back to the office scary to me. I just don't see how it can be fully controlled.

Please provide more information about these concerns and how you think SOU...

I am not sure what SOU can do to enforce the required policies. Our government certainly is not maintaining control in this area. AS for the public health regulations not being followed, I still this as an ongoing issue with the increased numbers every day. I have both an autoimmune disease as well as a heart condition, and prone to pneumonia. All of these problems make me high risk and I am nervous whenever I am in an area where other people are not taking the virus seriously.

I don't think our nation has done a good enough job of handling this situation and do not feel that it is safe to go back to campus just yet. I truly understand how much enrollment could be affected by going completely remote, and how that will have severe financial repercussions. However, potential deaths and permanent health damage of our campus community members from reopening too soon are also going to have financial implications. I honestly don't think we can win in that regard and our best option is to do what is the safest for ourselves and our community. We need to utilize the resources we have and focus our energy on improving remote education and encouraging remote enrollment rather than spending hours and hours of work in these re-opening committees coming up with questionable solutions that could very likely be moot should the numbers continue to get worse and force us into remote delivery anyway. At the very least, there needs to be more work done in this regard in addition to the work being done regarding re-opening. We can clean and wear PPE all we want, but being around people is still being around people. We are not perfect- there are going to be slip-ups and we are going to unintentionally encourage the spread. We are lucky enough to be an industry that can be done remotely and we need to do our part to not encourage the spread. There are so many industries out there that literally cannot do their jobs remotely-so maybe let them do their thing so they can continue making a living as safely as possible and let us not add to the problem by jumping out there too soon when we have a legitimate alternative. And if this seems unreasonable- if our finances are dire enough that going remote could very likely lead to a full and permanent closure of SOU, then upper admin needs to be honest with us and be candid about that information.

Not everyone feels the need for personal protection from Corona. I don't want to be in the position to infringe on their rights to get sick. I don't want to be in a position to enforce the regulations about social distancing and face masks.

My partner is in the high-risk category according to the CDC guidelines and I quote "It is especially important for people at increased risk of severe illness from COVID-19, and those who live with them, to protect themselves from getting COVID-19. The best way to protect yourself and to help reduce the spread of the virus that causes COVID-19 is to: Limit your interactions with other people as much as possible..the more people you interact with, the more closely you interact with them, and the longer that interaction, the higher your risk of getting and spreading COVID-19."

I honestly don't know how these can best be addressed, this is a confusing and scary time. I also worry that my job, or the university as a whole could be at risk if this doesn't resolve and we can recover from this.

I am already on campus 32-hours per week and can confirm that no one is wearing masks on a regular basis and are NOT practicing social distancing. I am uncomfortable.

Please provide more information about these concerns and how you think SOU...

Studies showing how infections were spread in a restaurant and a call center demonstrate the importance of air flow. In addition to requiring masks (properly worn, not below the nose) and sanitizing, we need to improve air exhaust systems so that our HVAC is not spreading the disease. This is especially critical in areas where people are spending a lot of time in close proximity. Another concern is the recent discovery that flushing toilets sprays germs into the air. Air flow in restrooms is pretty stagnant. It's hard to image how SOU can address these issues before fall, especially given economic challenges.

Remote learning is the future. Limited indoor in person/on campus interaction is absolutely necessary until a vaccine or better prevention is made.

SOU needs to continue to be flexible and let those of us who have to work from home do so, especially if in our roles, there is no real need to come to the office. The need to be able to provide safe spaces to work in and ideally have everyone in separate spaces for those people that have to be one campus.

I feel SOU can best address these concerns with CLEAR, precise and consistent methods of meeting all the guidelines. But it's GOT to be an "all-hands-on-deck" approach or we'll just shoot ourselves in the feet like most the country is doing right now!

I think if we have been working remotely, SOU should continue to allow remote work where it can. The Oregon phases went to quickly and cases have increased dramatically. We have students coming from all over the U.S....bringing higher changes of COVID to campus and exposure. Being indoors with poor ventilation has been part of the big spreads. The [REDACTED] the building I work in has poor ventilation.

If I thought EVERYONE was following CDC guidelines, I wouldn't be so hesitant. But I don't foresee that being the case. My faith in college aged students taking this problem seriously is low.

Stringent and actively enforced rules of conduct for our returning student body.

There is currently no plan to enforce mask guidelines that I have heard that would sanction employees, faculty, or students for not following mandatory PPE requirements. Additionally, I live with a high-risk person, my job can be done entirely remotely, and we have no way to determine the asymptomatic transmission risk of students returning to campus and living in the dorms. Simple health screening does nothing to prevent those who are asymptomatic and unaware of their COVID-19 status from transmitting the virus to others. Bottom line, I will not feel comfortable coming back to campus for a full work week or even a full work day without a vaccine being available.

Allow access for everyone to continue working remotely.

Enforcement of CDC guidelines, especially among students, will require substantial investment from SOU. I don't see a budget for this. I see suggestions and naive hope that people will follow guidelines.

Please provide more information about these concerns and how you think SOU...

I believe SOU should allow people to work remotely that can. It reduces the potential for an outbreak at work (where we are seeing many outbreaks happen), reduces risk to students, and in many cases increases productivity.

Faculty

Please provide more information about these concerns and how you think SOU...

Will students need temperature checks? Will there be enough testing (and short result times) to ensure adequate and effective contact tracing? What happens when people on campus (including res halls) refuse to wear masks or social distance? How can off-campus student residences comply with best practices (many students attend house parties on weekends; do we really think that will stop?). Sports teams often travel in mini-vans, which seems unlikely now.

Go remote in the fall to keep all of us safer; admin, faculty, staff, students and everyone's family.

If the evidence suggests an imminent return to lockdown conditions in the fall, I don't understand the reasoning behind the decision to return to face-to-face classes.

Much of what I normally do is greatly diminished in an online format. To give the students what they need and want requires face to face instruction, and I am concerned that, even with masks and social distancing, it may not be safe. Ventilation is an issue. Outdoor classes could help, larger classrooms could help. What would help the most would be for everyone to be wear masks and continue to social distance but we see that many have stopped doing so. Given this reckless behavior, we are never going to be sure students are healthy. If we discontinue face to face many students will leave, and we are already in trouble. We need massive governmental help, and that is not going to happen. I think we should be building our case o the community as to what we bring to our region. We need to galvanize public support while there is still time.

I am healthy and do not have any concerns about returning to work.

My children will be in school less than 5 days per week, I am not comfortable with childcare outside of the family. My mother, who is our main childcare provider, is in a high-risk category - I am concerned about exposing her with my exposure to students. Based on the decisions of other universities to teach primarily online, I feel like this decision is rushed.

I normally have lots of F2F interactions with students. Students cannot (as a group) be relied upon to take sufficient measures to prevent exposure to the virus. Therefore, if I am working F2F as normal, I risk contracting the virus from them.

Please provide more information about these concerns and how you think SOU...

The reopening planning seems to be happening amongst a large group of administrators with very few faculty and staff. Administrators are the least likely to be coming face to face with students on a regular basis and their knowledge is limited. Having faculty and staff "at the table" where these discussions are taking place is important. Yes, I know one untenured faculty member is there, but that's hardly enough. Communication has been badly lacking. When I ask about communication I am told "we are communicating constantly" with students and staff and faculty. But when I speak to students they say they are not hearing from SOU. The talk about students "wanting" in person classes is based on surveys sent out last term in the middle of the term. A new survey should be offered to gain up to date info. A lot has changed since May. Many students (and parents) may no longer want in person classes. Delivering classes in person AND online with any level of quality is going to create a major workload issue. SOU campus buildings are often very dirty and not cleaned well/often by the limited crew under their budgetary restraints. How can we trust that this "enhanced" cleaning will be more than what most people would consider a baseline level? If SOU can commit more significantly more funds to cleaning supplies/crews, that would be wonderful.

There is nothing SOU can do about my second concern. My first concern is being addressed through negotiations between APSOU and SOU.

Even though I am in a high-risk category, I prefer meeting students in person rather than teaching online. My subject area is challenging and nuanced...and I feel that students benefit more from interpersonal interactions and moderated discussions in class. The part that concerns me is adding the Zoom component for distance learners and then also having to post and collect all the assignments online, too. It is tripling the workload.

I have school age children that will not be in school or day care. I cannot come to campus. Fire me if you like. I will not be able to leave a child at home unattended. I will not be able to take a child to work with me. I cannot afford a personal nanny/tutor, as I've been working for a small regional university that pays lower than most universities. Remote work is my ONLY option. The alternative is being fired, I suppose.

Go fully remote with classes.

SOU can do very little about my age and overall health. Students are the least likely group to follow public health recommendations (regulations?) and are the group with who I have the greatest in-person interactions.

SOU should give faculty the choice of teaching remotely or in person. Clay Austin has repeatedly talked about teaching synchronous classes remotely - why can't we do that? Students are not going to maintain social distancing or always wear masks, this puts faculty at a much higher risk.

Re-opening needs to be part of shared governance. The administration is obviously more interested in re-opening, without equitable compensation to faculty than it is with student, faculty and staff safety. Answering questions is not enough, administration needs to listen AND RESPOND to questions and to act in accordance with the information that is shared.

Please provide more information about these concerns and how you think
SOU...

It seems ridiculous to me to be in a position even as someone not high risk to be in a room regularly with 30 20 year olds who are unlikely to be social distancing. I don't want to take this home to my husband and children regardless of their ages or risk factors. If you read the science, no amount of cleaning or social distancing prevents transmission in enclosed spaces. I would be comfortable teaching students outside in small group work only.

I'm not sure anyone can address my concerns as the information is so fluid and I'm not even sure if it's dangerous or extremely dangerous.

By realizing that enrollment will plummet for reasons beyond our control, yet asking us to somehow compensate for this by having as many classes in-person as possible.

I think we should place the health of students, staff, and faculty ahead of financial concerns. Given the current exponential growth in infections it seems foolhardy to move to in-person teaching in the Fall, even if safety protocols are implemented.

Change to remote classes for the Fall term, unless a vaccine is found with enough time to administer before the fall term starts.

I think that until there is either a vaccine, an effective treatment that greatly reduces the risk of serious illness, or a lull in new cases in our area for awhile, people should not return to classrooms, especially if they are high risk or live with someone who is. Faculty should be able to determine whether or not to run a class remotely based on their own risk factors and understanding of the material for the class - they are the only person qualified to make this decision.

With the trend of infections increasing in Oregon, in over 40 states, and around the world, how can we realistically plan to keep everyone safe in the fall? It is wishful thinking at the moment. Although the public (and probably our campus community) is starting to "get the point" that the pandemic is no joke, and is not just "going away", we've missed the opportunity to squash the virus, and control its spread. Perhaps January is a better target to open up campus, when we see if our newly found implementation of medical evidence reduces the risks to everyone.

The drop down list is not working for me. My main concerns are face-to-face interactions, the fact that I am high risk, and live with and care for my elderly parents. I am worried about the ramifications of returning to campus too soon.

Please provide more information about these concerns and how you think SOU...

No university can address the issues. The government is in a shambles with no single voice leading the country during this health crisis. The COVID numbers are rising like crazy. Please make the smart decision NOW to say remote learning this fall and encourage all faculty and staff to start working on their courses. Faculty worked 100% overtime during the spring to make courses work. Call fall remote NOW and ease everyone's anxiety. Faculty cannot simultaneously accommodate a m2m (mask to mask) and remote class so encourage everyone to design for remote. Consider Ellen Siem's letter about "leaning in" to this change. Think about the equity that a zoom meeting brings to a class? There are so many ways in which faculty and students can engage with one another and with their subject. To be masked and at least six feet away from each student (and all facing in one direction?) is not the kind of classroom I need for my discipline. We work together, we share keyboards and monitors. We help one another with materials, we touch the same walls, pins, papers. There is no way to "social distance". I would not trust students (or anyone else) to clean thoroughly before and after they occupy a classroom space. Even if I disinfect my office, other people have access (janitor, chair, former chair, FMP, etc.) so I will never feel secure working in my space. I know we are in a grave financial situation, but how will a COVID outbreak in the dorms help us? Have we heard from the state about one-time support for SOU? Can any of our financial obligations (new dorm?) be put on hold during the pandemic? The father of a former SOU colleague died a slow, lonely death from COVID. I would not wish this on anyone.

The health of staff, faculty and students should be the primary focus of the university. There is no valid reason for moving to an open campus in fall 2020 with the increasing number of COVID-19 cases locally, statewide and nationally. SOU should commit now to having all classes taught at SOU fall 2020 remotely so faculty, students and their families can plan appropriately. There is nothing in the current re-opening that provides all employees of SOU and students COVID-19 testing. The idea that people self report whether they have symptoms and do a personal temperature check are ridiculous in light of the fact that many infected people are asymptomatic and still can infect others. The state's current mandatory mask requirement is good but who will be enforcing this if courses are taught in person?

Now that I know remote synchronous learning can be successful, I know I can teach my courses effectively in fall term. My concern is how to develop meaningful relationships with my students if we are not in-person along with having effective protocols in place for students to ensure everyone's health. My other concern is the increased workload teaching new courses remotely or partly remote and the university administration understanding this type of shift is significant. I think our requirements outside of teaching should be reduced. I'm not sure how best to address issues since it seems that guidelines continue to change. I will be sure to communicate any ideas as I think of them in the coming months.

Please provide more information about these concerns and how you think
SOU...

It honestly feels inhumane that the university would require us to teach in person this fall. I understand if some faculty want to opt-in to teaching in person in ways that feel safe to them, but no one should be required to work in person in ways that are expected to be risky (e.g., in groups indoors, regardless of social distancing or mask-wearing). I keep hoping that administration is just playing a game with this idea of being open in the fall - that if we delay announcing remote classes, we may lose less enrollment, but that the end plan will be to go remote and just announce closer to fall term - because the alternative, that administration expects us to all be in person this fall, feels nothing short of malicious. We are living in an unprecedented time with a pandemic disease we still do not fully understand; it kills people, is disabling many others, and we have no idea of the long term impacts of this disease. I would rather take a 50% pay cut than be required to teach in person while our knowledge of this disease is still so uncertain. I care about our university and am invested in our shared sacrifice to keep us from bankruptcy, but I do not believe part of my shared sacrifice should be risking or endangering my life and the lives of my loved ones. In short, what can SOU do to address my concerns? Allow all faculty to choose whether or not to teach remotely.

I couldn't get the order to change on my cell phone. Sorry.

Anything we can do from home, like work/teach remotely, should be done until the pandemic abates or a vaccine is available. Faculty should have the choice to work remotely/teach online if they choose to. Students should also have this choice.

I do not believe these concerns are necessarily SOU-centric. I believe there is an inherent inability to address these concerns 100% of the time because of the wide range of ethics that govern personal decision making regarding social interactions and the spread of COVID-19. The wide range of activities and behaviors during a pandemic, both on-campus and off-campus, will most certainly have a detrimental effect on the SOU Community and their families.

SOU should delay reopening campus until COVID no longer poses a significant risk to the campus community; all staff, faculty, and administrators should be allowed and encouraged to work remotely, whenever possible. SOU should offer all courses online or remote for the fall term and should not decide whether to reopen campus in the winter term until fall data is available to adequately evaluate the risk posed by COVID heading into the winter term. If the above is not possible, and campus DOES reopen in the fall term, SOU should mitigate risks by: Providing all residence hall residents with singles and limiting total numbers of residents; Allowing all faculty to teach remotely who prefer remote instruction and allowing remote work for all other campus staff, to the extent possible; Providing instruction in pods / cohorts of students who take their courses together; Providing all individuals on-campus with daily access to new masks, no questions asked; Requiring face masks (not shields--they do not provide adequate protection) of everyone on-campus and providing remote service for anyone who cannot comply with this for health reasons; Eliminating online fees so that all students can choose to take more courses online; Asking everyone who comes to campus, including students, to submit daily health checks online prior to accessing campus (and not just faculty and staff); Providing hardware, software, and IT instructional support to all students who would need it in order to access remote instruction so that students affected by the digital divide will not feel compelled to submit themselves unnecessarily to additional risk; Providing additional support as needed to ensure that Black, Indigenous, People of Color, and low-income individuals, who are disproportionately affected by COVID, will be able to choose to learn in the way that best supports them during the COVID Pandemic.

Please provide more information about these concerns and how you think SOU...

Though we all miss and benefit from rich engagement and contact with students face-to-face.... these considerations are not the same as they are for younger students (K-12). For multiple reasons distance education is a LOT more viable at the university level. Also, I'm skeptical of the so-called surveys that SOU is touting saying that students are clamoring for F2F schooling. Many students I'm talking to this summer are pretty nervous about showing up on campus again and some frankly, just won't. They are questioning how necessary it is to "open up". Granted these are returning students already committed to SOU, not in danger of dropping out or not coming in the first place. What about a variable approach of just bringing first-year students to campus and the rest of classes being remote? This seems more targeted to the multiple needs and not a one-size-fits-all solution.

As you've noticed from the previous comments, there is this notion that things will be OK so long as protocols are in place. If we can't get students to read the syllabus, why does anyone think they will follow social distancing/mask wearing/proper disinfection procedures? Many don't shower regularly when we're not facing a disease that it partially mitigated by hygiene, so why do we think they will with the added mental stress? Additionally, the dorms are an incubator to enhance disease spread (see: cases of herpes, chlamydia and gonorrhea, and other STIs, Norwalk virus, and meningitis passed around as a result of dorm life). It is obvious that, by pushing for opening in the fall, the priority is tuition dollars, not health - not health of the students or those who interact with them. The US isn't even in the second wave yet as the first wave remains strong. Sure, there aren't very many cases in Southern Oregon yet but it seems the the governing body forgets that students come from far afield of this hamlet, from places with MUCH higher infection rates (TX, FL, NY, CA, etc.). To think that thousands of people with questionable practices, and even more questionable belief systems regarding the validity of SARS-CoV-2 as a real disease, will return to SOU and participate in ever measure stipulated to any appreciable degree is laughable. This is truly a great experiment in how the unbridled pursuit of money will result in destruction (as it already has in places that reopened too fast). I am not a fan of the idea that our gracious employer uses group rhetoric (shared sacrifice) for possible wage cuts (no, this is a job, not a cult and I have not taken a blood oath to this job). SOU will continue to do as it likes without actionable ideas presented to the faculty for fall instruction and expect results that will mitigate infection and the [possibly] resulting lawsuits. The obvious way to deal with this is to be remote in the fall, but the university has to keep posturing, like all other schools, to present the front of in-person delivery until such a point as all schools transition to remote teaching. The only way to not infect people is to keep the people apart. This is no other way that has ever been demonstrated. In the words of a great prophet of our time, Dr. Dexter Holland of The Offspring, "You gotta keep 'em separated!"

Please provide more information about these concerns and how you think SOU...

First, I would greatly appreciate it if APSOU would tell the Summer Chairs to stop calling their colleagues in for meetings this Summer. The increasingly frequent meetings feel obligatory, though I am off contract and not being paid, and I'm not sure it's really serving any purpose other than to help my Summer Chair feel like they are making plans, which are likely to change anyway. In regards to the Fall, it seems unintelligent and dangerous to return to in-person teaching. The students are in the age group that currently represents the driving force behind the spread of the virus at this point. So little is known about the virus that I do not trust that mask use and 6 feet of distance is sufficient in stemming the spread of the virus. What is clear is that isolation and remote delivery is safe. Finally, our workload should take into account the labor involved with recreating our curricula, whether it be for Remote Delivery or any Hybrid model. I am spending my summer, unpaid, preparing for the Fall and in frequent meetings with my summer chair and fellow faculty members to prepare for the Fall. I do not expect to be compensated, but would appreciate it if the expected number of ELUs per term were decreased, paired with reduced pay, in order to give us more time to plan truly valuable online courses instead of a full course load of half-baked and poorly constructed courses. Thank you for your incredible work.

Please allow us to work remotely if we want to/need to. Once concern: students in the spring told me "I don't care if I catch covid" Some of the students do not have the same level of care and concern for other students and faculty wellbeing.

Those at risk should be allow to choose to work remotely

My close social and family networks have been following strict masking and social distancing practices since the middle of March. My interactions with people beyond my germ bubble have been limited to completing essential tasks and visiting in small groups in private outdoor spaces (with masks and social distancing.) While I realize I don't have full control, I feel comfortable with my risk of exposure to Covid-19. I worry that my risk of exposure will greatly increase the moment I step into my building to teach an in-person class. For class lectures and discussions, I cannot imagine any scenario where I could feel safe delivering course content in a face-to-face setting in a way that would be better than using Zoom tools. I could put on PPE and stand behind a plexiglass barrier, but I do not believe that I could teach more effectively in those conditions than using Zoom tools. For computer labs (I teach software applications in several of my classes), I do feel it would be useful to host computer labs as long as I could stay behind a plexiglass barrier and the students were spread out. Not all of my students have adequate computer resources to follow a Zoom demonstration while using Virtual Lab. This is the only element of my courses I feel would benefit from face-to-face teaching with adequate protections in place.

SOU needs to have a firm policy stating that in public/shared spaces, people need to adhere to the use of face coverings and maintain social distance. If a person does not adhere to these, there should be a warning and then maybe a removal of that person (to take courses, for example, remotely) so they don't jeopardize the safety of others. If students don't adhere, we should have the option to transition into remote learning.

Let us teach remotely if we choose to. If students want to go to the classroom, that is fine with me - they can log in and put me up on the big screen :) Regular testing with contact tracing and preemptive isolation for all until a negative result is obtained

Please provide more information about these concerns and how you think SOU...

Like students, we should be allowed to choose how we want to work this fall without needing to self-disclose personal information about ourselves or those in our life. I also have concerns for those with higher in-person teaching loads or who teach both in Medford & Ashland. Those with high teaching loads create more exposure both for students and professors. I am concerned that there are not enough spaces on campus to allow for f2f teaching while maintaining social distance in the classroom and safety protocol won't be enforced outside the classroom. We are already short staffed so what is the procedure if someone becomes ill? At this point, I think the decision to fully open is risky and we are not prepared. I'm concerned that we as a university are only concerned about the financial implications of our decisions rather than the human beings. With the virus on the rise and many restrictions being put back into place, there is evidence that this is a bad idea. We have seen what happens when places reopen especially with younger populations. Just because "students want this" doesn't mean it's the best decision for protecting everyone. We are not prepared.

It seems driven by enrollment , not what is safe. Wrong-headed.

There's no one size fits all solution. Those of us that teach high course loads or see a lot of student traffic, often in small spaces, are more at risk from day-to-day contact with students but also seem less likely to be protected by the unions or by these safety protocols.

I think SOU should consider risk for students, faculty, staff and administrators as unacceptable for reopening at this time.

Need regular comprehensive updates (at least weekly) of actual accomplishments and progress of the Reopening Committee, and the actions taken by faculty/staff to implement the general guidelines expressed on the Reopening website.

Put as many safeguards in place as possible. Mandate masks and social distancing campuseide. Use remote tools from campus offices for one-on-one consultations. Limit access to public.

As much as I would like to return to work and my classroom, I don't see it as advisable at this time or in the near future. I think much more extensive testing must be in place as well as a very safe process for FTF interaction that would include protective gear, extensive sanitation practices, and a physical climate for social distancing.

Each faculty member should decide the mode of delivery for each. Their classes until then pandemic ends.

Please provide more information about these concerns and how you think
SOU...

I don't know that SOU can do anything to address them, and that adds to the existential dread. I feel like we are held hostage: we need to take a risk on an enterprise that is likely to flounder against the threat that we will be in such bad shape financially that we will lose our jobs. One thing I feel could be useful: on some level we need to drop the ELU bank for a year (to dream the impossible dream I know). Undoubtedly there will be wild fluctuations and drops in enrollment outside of the control of a given faculty or a given program. We should be able to proceed as best we can without this added pressure on us. I do not think we will spreadsheet ourselves out of this problem, no matter how much certain administrators default to that. Given the likely major financial blow we are going to suffer, and the resulting restructuring that will follow I would like to see leadership about what we are spending money on now. Are spending money sending athletes to events that only increase the vectors for virus transmission? Finally, I would like to see proof of equity of effort here. There are more administrators than teachers at SOU, which is odd to begin with, and no matter how we slice, we are taking pay cuts that will not likely be made up by federal programs as the administrator's were this past spring and this summer. Am I wrong about that? They made a big public display about taking pay cuts that were made good, and now we (faculty) are expected to take a pay cut that won't be made up. Very disingenuous and cynical.

We should mostly be remote in fall. Few people should be back on campus.

Allowance to move more courses online/remote, particularly for high risk faculty. In our department many courses are regularly and successfully taught online. Looking at Fall courses, our previously scheduled online courses are in fact some of the only ones that are full (and all our online courses are full, but few of our hybrid and none of our fully in person offerings are) - I think students would also appreciate the online option because they also don't want the uncertainty of in-person classes. I'm already receiving emails from advisees concerned about taking in person classes.

Please trust faculty to determine the best mode of course delivery. Mandating HR approval based on incomplete CDC guidelines is inhumane and reflects a lack of understanding of science and public health.

my thoughts are that our administration are only concerned about enrollments. Safety of our students and employees is not a close second.

Protecting my family is my primary concern. SOU's community (faculty, staff, students) would have to do everything perfectly for me to feel comfortable coming back.

A strategic plan to move from remote teaching to in-person teaching needs to be in place and have a variety of options. One size does not fit all. There are certain courses that are effectively taught via Zoom and moodle (as many of us are learning as we currently teach using these modalities.) Faculty should work with their departments to determine how which courses benefit by in-person instruction versus remote and to determine how these courses can be provided in a safe manner. Departments/Faculty are best informed on how to support student learning. Students and Faculty are not able to teach and learn to their full capacity if they are under stress. Faculty need to be empowered to determine how their courses will be taught and to ensure the learning outcomes of their students.

Please provide more information about these concerns and how you think SOU...

SOU tends to be reactive and not really proactive. We need a solid plan and we need to follow it - even if it is not the most popular. By not having a solid plan or shifting it we put a lot of people at risk and we greatly increase our workload.

Allowing remote teaching as an option. For staff, allowing remote work options / working during off hours if their duties require a presence on campus.

University workers (other than administrators) are at a very high risk of being infected. College students are the MOST likely population to spread COVID (reckless ,highest rate of unsymptomatic spreaders, their living conditions). College students come from all over and bring infection with them, our buildings are not properly ventilated, my building is one of the worst, I cannot do my job with a face mask, and am therefore at HIGH risk of becoming infected. If I were a medical doctor, or a firefighter, or emergency responder you might claim I "signed up" for such risk. I am NOT a medical doctor (and I don't get paid like one). There is no justification for sending me back to school when physically being present is not necessary. Also, why aren't we even considering a quarantine of students when they arrive from out of the area!? Why aren't we hiring and properly paying and equipping staff to clean between classes? Why aren't we acknowledging that the virus stays in a room and infectious for over an hour? And that our ventilation system is insufficient to make us safe? Why is the university willing to sacrifice my actual life, the lives of my coworkers, and the lives of any and all of our families? I am disgusted.

This didn't work on my cell phone

Remote or online class offerings until a vaccine is found and administered.

For faculty whose teaching involves working closely with students on their writing, or students working in groups, giving presentations, etc. f2f teaching is a scary prospect. Lecturing is one thing, but in courses that are not lecture-based, close-up in-person interactions are the norm. I have discovered that there are aspects of remote teaching (google docs combined with Zoom conferences, for instance) that safely accomplish these goals better than trying to stay 'distant' in a f2f class.

I am not sure that SOU can address concerns about high risk and being a catalyst for the continued spread of illness. Sometimes the wisest choice is to prioritize safety over "business as usual" and then to work to think outside the box and make the best of remote delivery and other instructional strategies. This is a disruptive moment that can be used for innovation, but people cannot be productively innovative and creative if forced to work under the shadow of daily fears. Everyone wants SOU to succeed and remain a viable and thriving university--but I think many would rather be unemployed than be seriously ill or possibly dead--or create the conditions that would lead to outbreaks that would harm many.

I can't imagine putting myself at risk. I already was very ill in March and they think it was covid. I've lost three family members. My kids will be learning remotely to protect them

SOU should go to all remote learning. SOU should allow faculty decide the best way for them to deliver their own curriculum, according to their judgment regarding the course, their personal health circumstances, and the safety of their students.

Please provide more information about these concerns and how you think SOU...

There are two people in my household who could be affected, but their underlying illnesses are not listed on cdc guidelines because cdc guidelines do not go into such detail. As a university, we can teach online and help stop the spread of the virus, which can save lives. I think we should value life over the "normal campus experience".

I think SOU needs to be extremely flexible and not force all employees to respond in a specific way. Until there is a vaccine, I think we should try to limit in-person interactions except for classes where that is truly not feasible, and then put our focus on making those particular classes as safe as possible for everyone.

Public schools will, at best, be on a hybrid schedule and childcare is largely unavailable. This makes it tricky for working parents. My workload has tripled. Teaching from home is MUCH harder than teaching in person. I have been working nearly full time while technically off contract, just in preparation for my summer online classes. Teaching face-to-face (and redesigning my courses to support social distancing) with the possibility of having to also run parallel courses online for each section sounds exhausting and I'm already exhausted. There is no version of this (online, face-to-face with restrictions or hybrid) that results in a reasonable workload at the moment.

don't open until winter 2021

There needs to be a plan to ensure everyone (including and esp students) is following a safe protocol, i.e wearing masks, social distancing, washing hands etc. There also needs to be ways to know if and when proper/appropriate cleaning is taking place. I have recently seen custodians not wearing masks and am never really sure if and how well they are cleaning my office space among other areas. The ventilation system needs updated to monitor cleaning ensuring elimination of airborne spread of the virus. I do my part to keep my family safe, but that is always in question if not everyone is practicing safe socialization. I just don't see a reason to rush opening the campus (which is high-risk) before there is a vaccine to ensure safety. By opening too soon, there is the risk of fatalities and wide-spread sickness among students and all who interact on campus. I also do not see a justification for cancelling courses when there is a fear of low-enrollment. Enrollment will definitely drop if we do not offer courses. Poor judgement there. "Offer them and they will come!"

Do not force a return to false normalcy. Conditions do not warrant a return to in person classes. Such a direction is irresponsible and ignores the obvious evidence of virus transmission, exposure to exposed people from many places outside of the region, and the added stress of constant concern and vigilance on students, staff, and faculty. The belief that enrollment will be positively affected by returning to campus in the fall underestimates students' awareness of the health risks.

I hope that SOU will have plenty of masks at various locations and cleaning supplies in every classroom. I have an 89-year-old mother and a husband with health conditions. Neither one of them is concerned about me going back to work..

My concern is with and for the students. Concerned they will be monitored, educated and held accountable to all the same procedures staff and faculty will be - concerned for the fact we bring them to a place where they are "at risk", because we aren't 100% about all that needs to be done. We either do it 100%, or remain remote.

Please provide more information about these concerns and how you think
SOU...

Department level needs to have a classroom space vs enrollment plan, i.e.,
capacity issues with space. How do we distance?

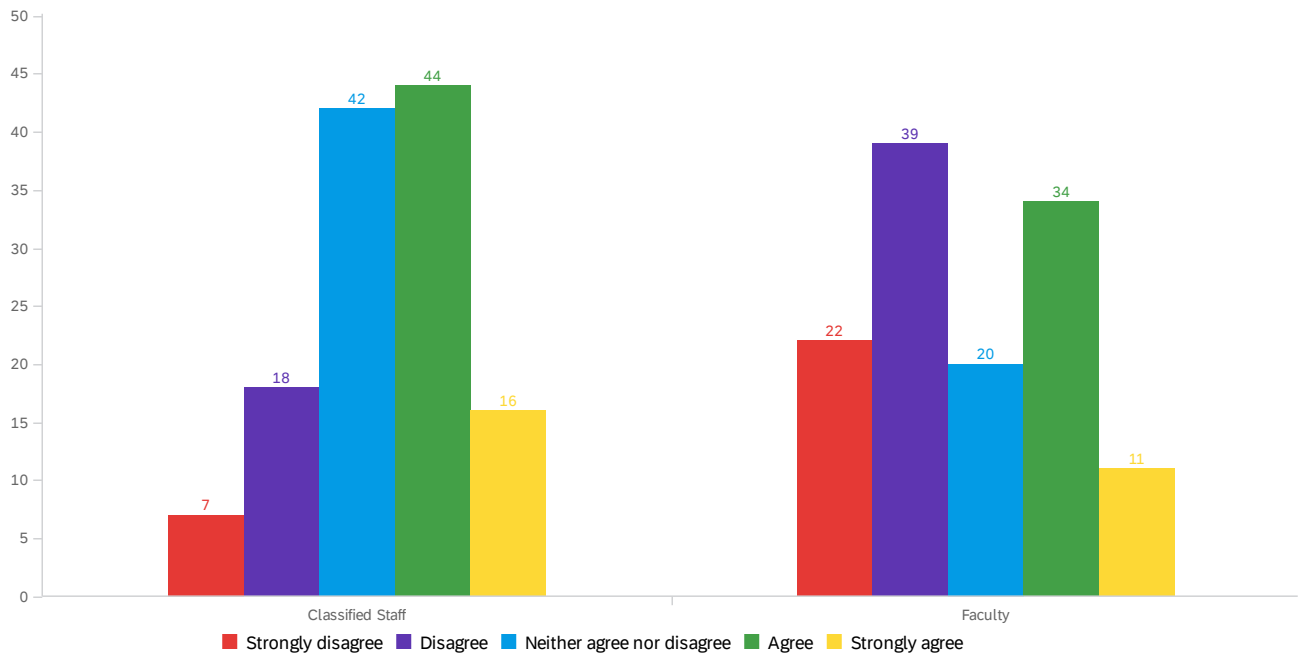
SOU should be remote until Oregon's infection rate is substantially reduced.

Teaching remotely addresses all of my concerns.

Other

Please provide more information about these concerns and how you think
SOU...

Q3.6 - I understand the health and safety policies/protocols that SOU is planning to implement to protect us from COVID-19 in the Fall.

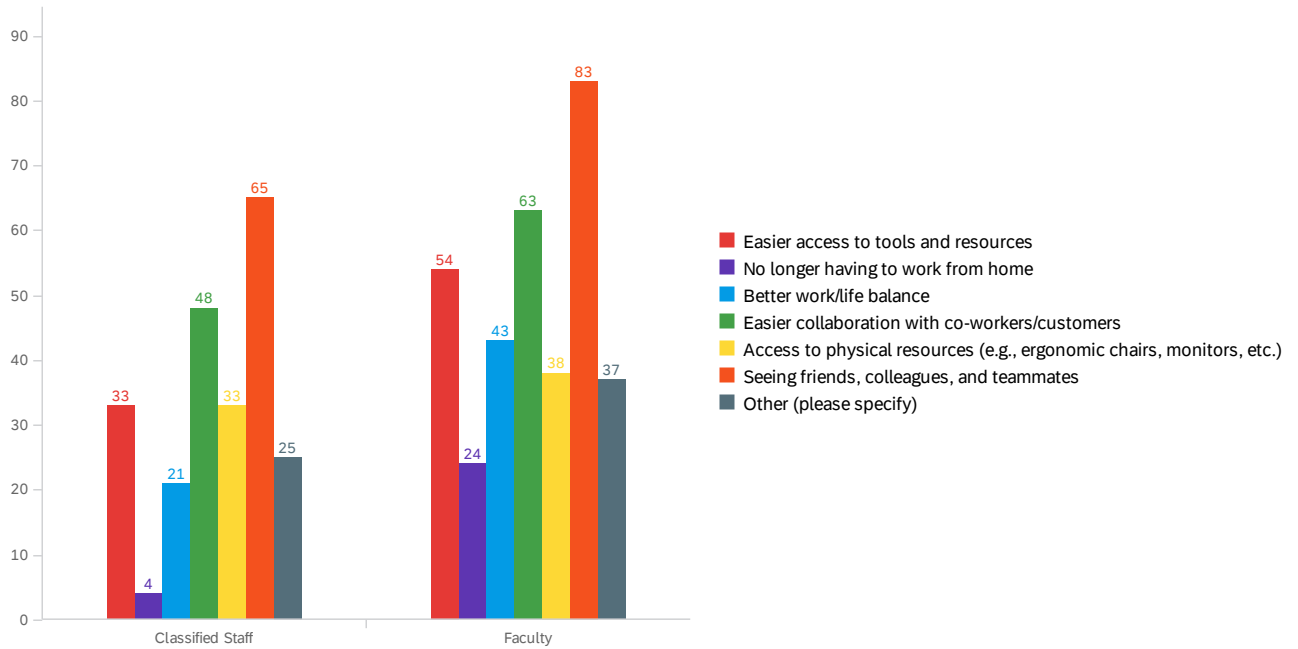


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	3.35	1.05	1.09	127
2	Faculty	1.00	5.00	2.79	1.26	1.58	126

#	Field	Classified Staff	Faculty	Total
1	Strongly disagree	24.14% 7	75.86% 22	29
2	Disagree	31.58% 18	68.42% 39	57
3	Neither agree nor disagree	67.74% 42	32.26% 20	62
4	Agree	56.41% 44	43.59% 34	78
5	Strongly agree	59.26% 16	40.74% 11	27

Showing rows 1 - 5 of 5

Q3.7 - What are you looking forward to about returning to your workplace? Please select all that apply.



#	Field	Classified Staff	Faculty	Total
1	Easier access to tools and resources	37.93% 33	62.07% 54	87
2	No longer having to work from home	14.29% 4	85.71% 24	28
3	Better work/life balance	32.81% 21	67.19% 43	64
4	Easier collaboration with co-workers/customers	43.24% 48	56.76% 63	111
5	Access to physical resources (e.g., ergonomic chairs, monitors, etc.)	46.48% 33	53.52% 38	71
7	Seeing friends, colleagues, and teammates	43.92% 65	56.08% 83	148
9	Other (please specify)	40.32% 25	59.68% 37	62

Showing rows 1 - 7 of 7

Q3.7_9_TEXT - Other (please specify)

Classified Staff

Other (please specify)

worked on campus this whole time

seeing students! (from a safe distance)

Other (please specify)

na

i have been at work all along

already here

The only thing that I miss currently is interaction with coworkers in person, but we get interaction through Zoom. NONE OF THIS is a reason that I would want to come back to campus in the middle of this pandemic.

Seeing Students

N/A, currently in office

Interactions with human beings!

I've been here the whole time

I still work on campus daily

I have successful pattern working from home with equipment I need so don't look forward to return. I have routine meeting working remotely, not when on campus.

I have been working on site

I have been working at the workplace the entire time

I don't feel that any of these things have been significantly hampered by working from home. The stresses of returning to work outweigh the benefits.

I currently work on campus

I currently work in Campus and am concerned about resident behavior concerning virus

I am currently working but at 32 instead of 40 hours

Helping students in the Library

Having a job

Everything is going fine working from home

Because my office/building has been empty I have been working in my office on campus.

As an essential worker I have worked full time throughout the pandemic, minus furloughed hours.

Other (please specify) ▲

Already on campus

A normal routine

Faculty

Other (please specify) ▲

why is being able to work more directly with students, which is our primary job, not on this list?

what I teach cannot be done by distance

students!

Teaching in person is more simple and is strongly preferable to teaching online. But it is not worth sacrificing lives over.

Teaching in person

Teaching face to face.

Supporting students who need to come to campus to access resources.

Spring has taught me that I can make remote learning and interacting almost as successful as in person.

Seeing students F2F

Seeing my students

Providing better instruction.

Once the pandemic passes or a proven vaccine is available, I look forward to providing SOU students with the educational experience that better reflects their professional discipline of choice.

Nothing... I am absolutely frightened by the it. Once their is a vaccine, I will look forward to all of the things on this list.

None. I find that I work much more efficiently and productively from home.

None. I am terrified. I miss everything listed above, but remaining alive and having no permanent damage to my health, and to that of my colleagues, students, staff and administrators trumps all.

None of these is that important- obviously working directly with students again would be the only thing I would look forward to but not under the current conditions.

Other (please specify)

None at this time in the pandemic, I think we have adapted well to this work environment. Using Zoom and technology has been effective.

Interacting with students in person.

In-class teaching seems more effective and engaging for the students.

I would very much like to be in a position to interact in person with students and hold in person classes, and am looking forward to doing that when it can be done safely. However, I don't know if Fall is that time.

I would be looking forward to it, if I felt safe. I do not.

I never worked from home. I've been working from campus throughout.

I look forward to playing a leadership role in promoting the best interests of our students and colleagues, especially those in my program.

I enjoy interaction with my students and feel that the type of teaching pedagogy I employ works better on the classroom setting—though I also routinely teach online.

I don't want to interact with people who might be sick and not know it. This question is a way to reframe the situation to one where we gain something from returning to in-person work, which is the same way to increase infection rates.

I am not looking forward to returning under these circumstances.

I am not looking forward to returning to the workplace as it will endanger my life and possibly the lives of those around me.

I am not looking forward to it because it is too soon.

I am looking forward to all of these things when we have a vaccine with high community immunization rates.

Engaging with the students, if it is deemed safe.

Connecting with students on a regular basis.

Better interactions with students (I hope)

Being in class with my students.

Beginning to resume normal education and not having to spend all day on Zoom

At this point, nothing until a vaccine

Other (please specify) ▲

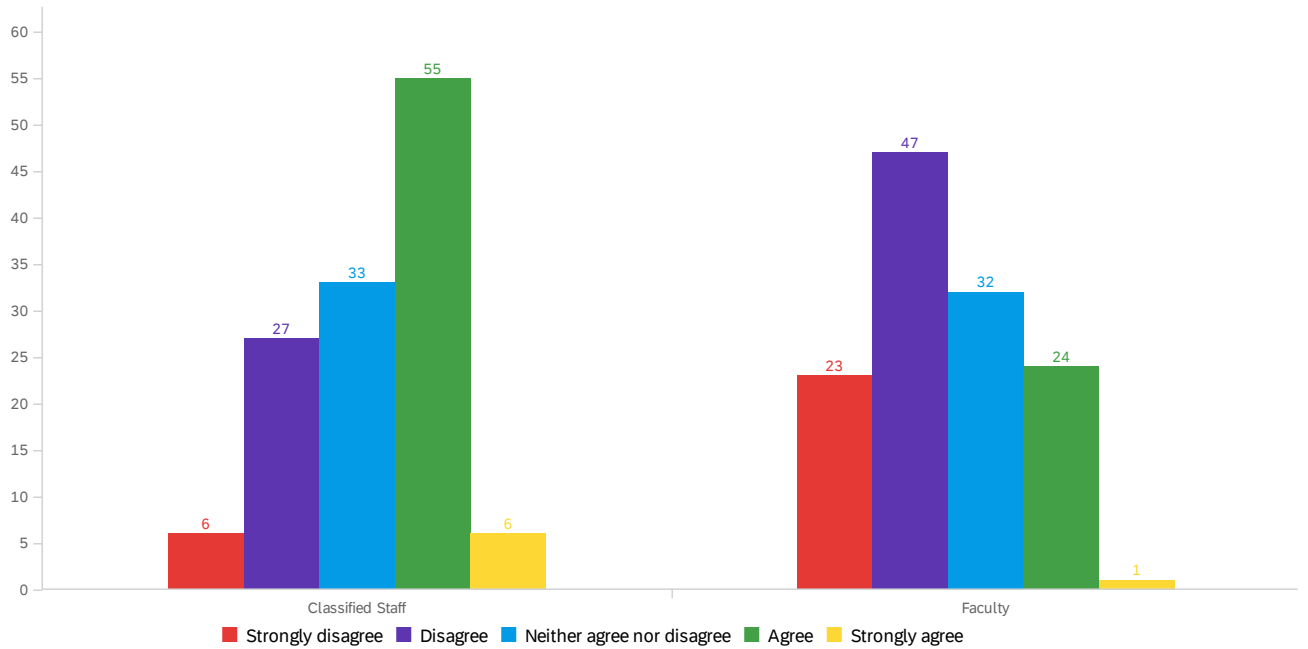
All of my responses (above and after) assume that COVID is no longer a threat. The magic that happens in the classroom when everyone connects intellectually with one another! Being able to talk with colleagues casually about the work we're doing! Being able to see everyone walking on-campus on their way to classes, with all the excitement and energy that "being in college" means for our students. Being able to enjoy performances, games, and other campus life.

????

Other

Other (please specify) ▲

Q4.1 - Changes to strategy and operations as a result of the COVID-19 pandemic have been clearly communicated.



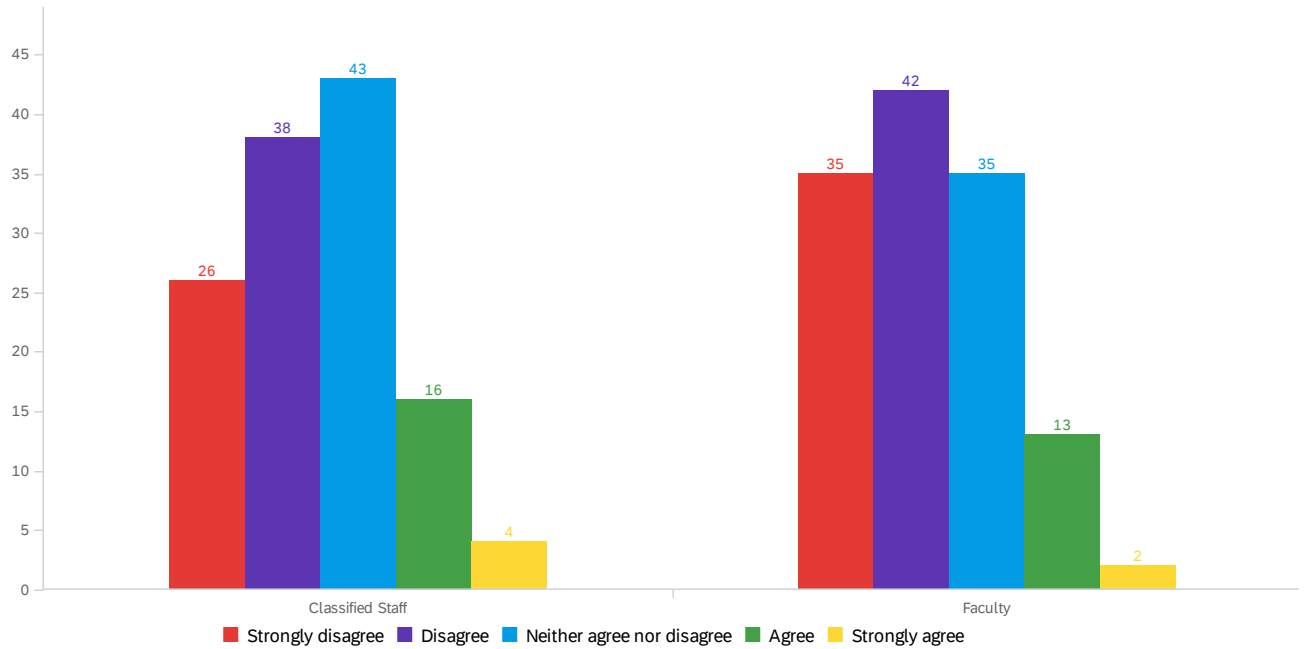
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	3.22	0.99	0.98	127
2	Faculty	1.00	5.00	2.47	1.02	1.04	127

#	Field	Classified Staff	Faculty	Total
1	Strongly disagree	20.69% 6	79.31% 23	29
2	Disagree	36.49% 27	63.51% 47	74
3	Neither agree nor disagree	50.77% 33	49.23% 32	65
4	Agree	69.62% 55	30.38% 24	79
5	Strongly agree	85.71% 6	14.29% 1	7

Showing rows 1 - 5 of 5

Q4.2 - Employees like me have been sufficiently involved in the reopening decision

making process.

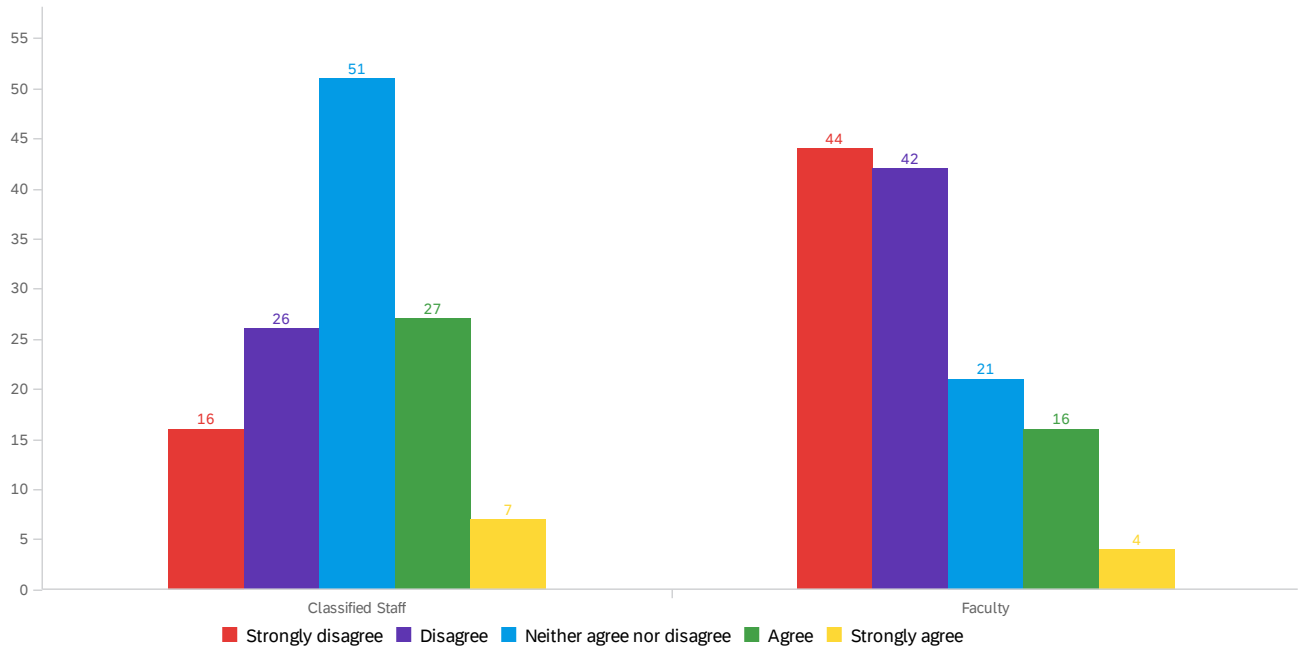


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	16.00	20.00	17.48	1.05	1.10	127
2	Faculty	16.00	20.00	17.25	1.02	1.04	127

#	Field	Classified Staff	Faculty	Total
16	Strongly disagree	42.62% 26	57.38% 35	61
17	Disagree	47.50% 38	52.50% 42	80
18	Neither agree nor disagree	55.13% 43	44.87% 35	78
19	Agree	55.17% 16	44.83% 13	29
20	Strongly agree	66.67% 4	33.33% 2	6

Showing rows 1 - 5 of 5

Q4.3 - I trust SOU to prioritize the health and safety of students and employees over financial incentives.

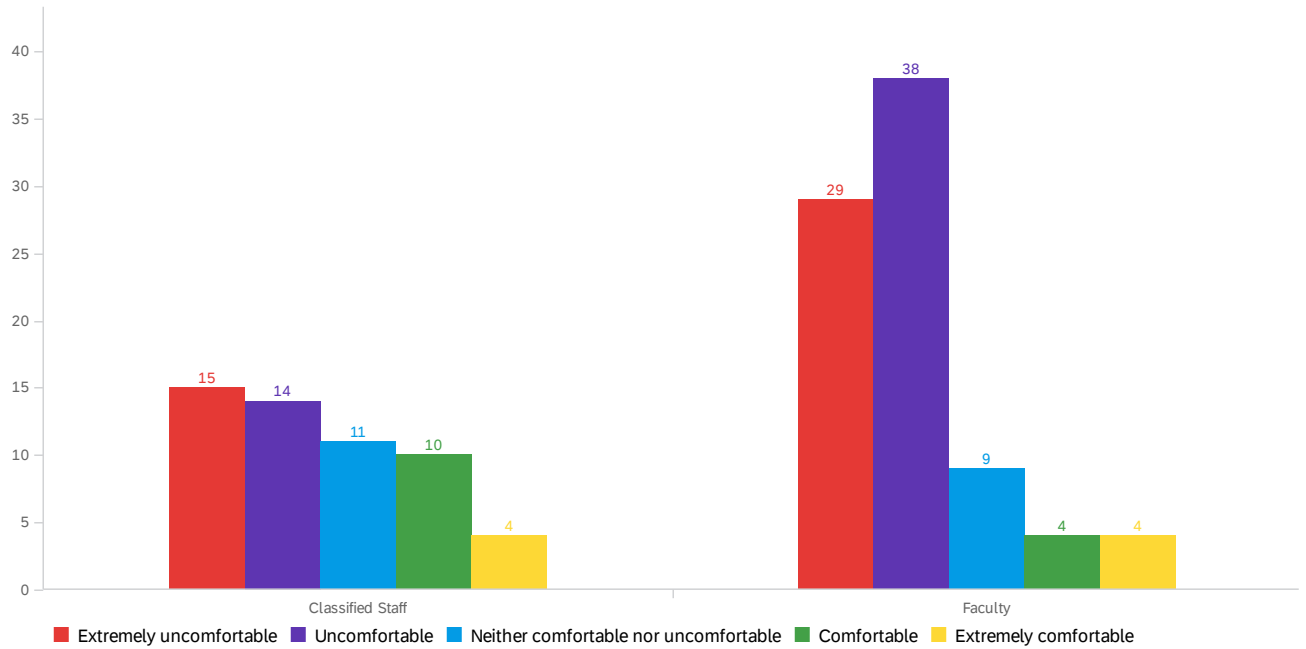


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	16.00	20.00	17.87	1.06	1.12	127
2	Faculty	16.00	20.00	17.17	1.13	1.27	127

#	Field	Classified Staff	Faculty	Total
16	Strongly disagree	26.67% 16	73.33% 44	60
17	Disagree	38.24% 26	61.76% 42	68
18	Neither agree nor disagree	70.83% 51	29.17% 21	72
19	Agree	62.79% 27	37.21% 16	43
20	Strongly agree	63.64% 7	36.36% 4	11

Showing rows 1 - 5 of 5

Q5.1 - If your role requires you to travel, how comfortable do you feel traveling at this time?



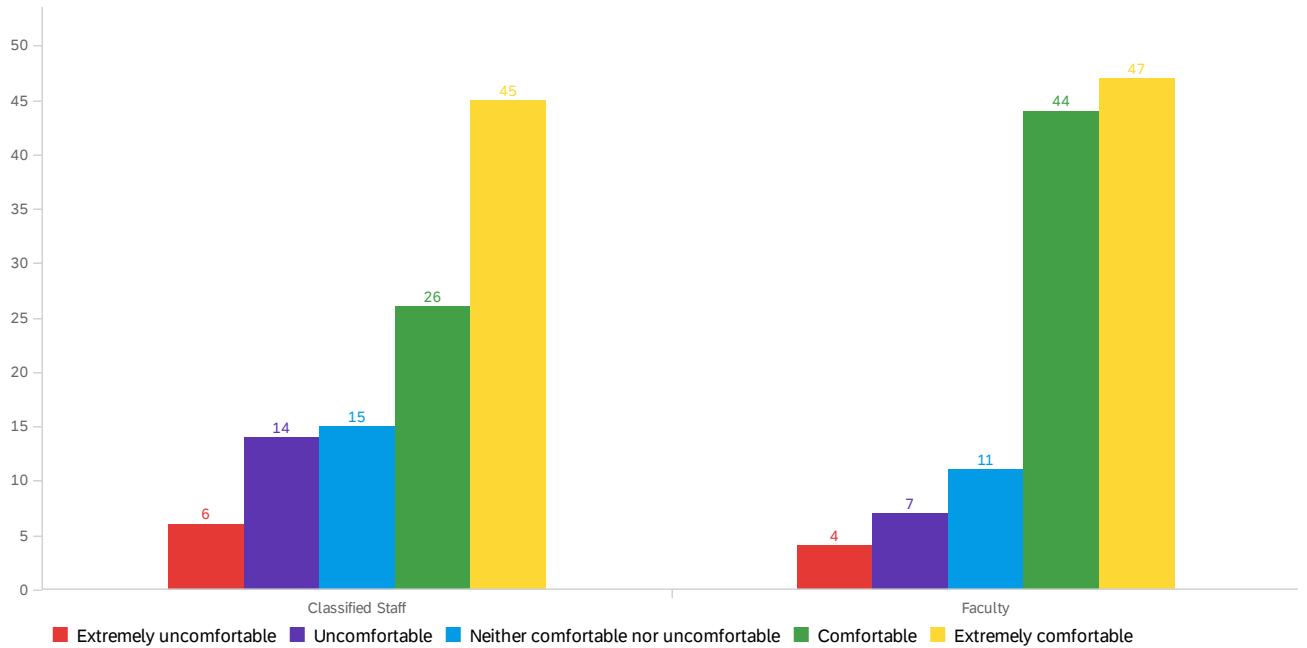
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	2.52	1.27	1.62	54
2	Faculty	1.00	5.00	2.00	1.04	1.07	84

#	Field	Classified Staff	Faculty	Total
1	Extremely uncomfortable	34.09% 15	65.91% 29	44
2	Uncomfortable	26.92% 14	73.08% 38	52
3	Neither comfortable nor uncomfortable	55.00% 11	45.00% 9	20
4	Comfortable	71.43% 10	28.57% 4	14
5	Extremely comfortable	50.00% 4	50.00% 4	8

Showing rows 1 - 5 of 5

Q5.2 - If you traveled for personal reasons, how comfortable would you be with SOU

mandating that you work remotely for a period of time before you could report to work on-campus again?

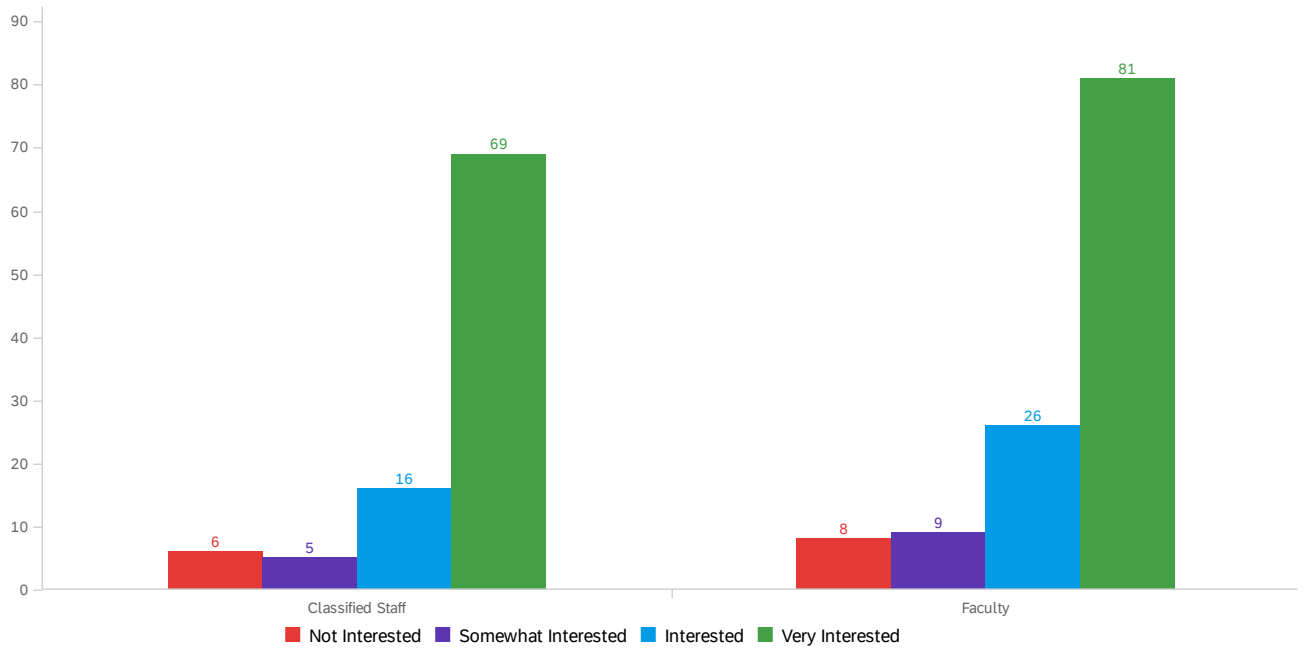


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	28.00	32.00	30.85	1.26	1.58	106
2	Faculty	28.00	32.00	31.09	1.04	1.07	113

#	Field	Classified Staff	Faculty	Total
28	Extremely uncomfortable	60.00% 6	40.00% 4	10
29	Uncomfortable	66.67% 14	33.33% 7	21
30	Neither comfortable nor uncomfortable	57.69% 15	42.31% 11	26
31	Comfortable	37.14% 26	62.86% 44	70
32	Extremely comfortable	48.91% 45	51.09% 47	92

Showing rows 1 - 5 of 5

Q5.3 - If given the opportunity to continue to work remotely, how interested would you be in continuing to work from home?

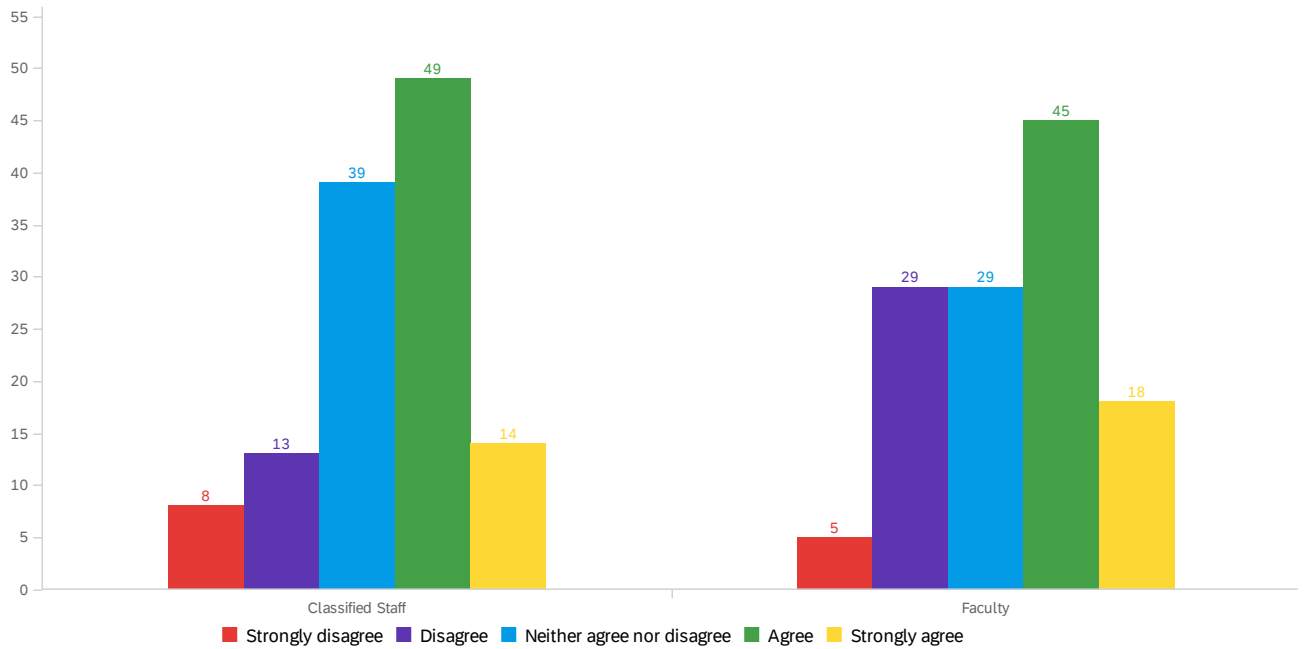


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	6.00	5.31	1.45	2.09	96
2	Faculty	1.00	6.00	5.18	1.52	2.31	124

#	Field	Classified Staff	Faculty	Total
1	Not Interested	42.86% 6	57.14% 8	14
2	Somewhat Interested	35.71% 5	64.29% 9	14
5	Interested	38.10% 16	61.90% 26	42
6	Very Interested	46.00% 69	54.00% 81	150

Showing rows 1 - 4 of 4

Q5.4 - I am prepared for changes that might occur to my role on-campus because of the COVID-19 pandemic.

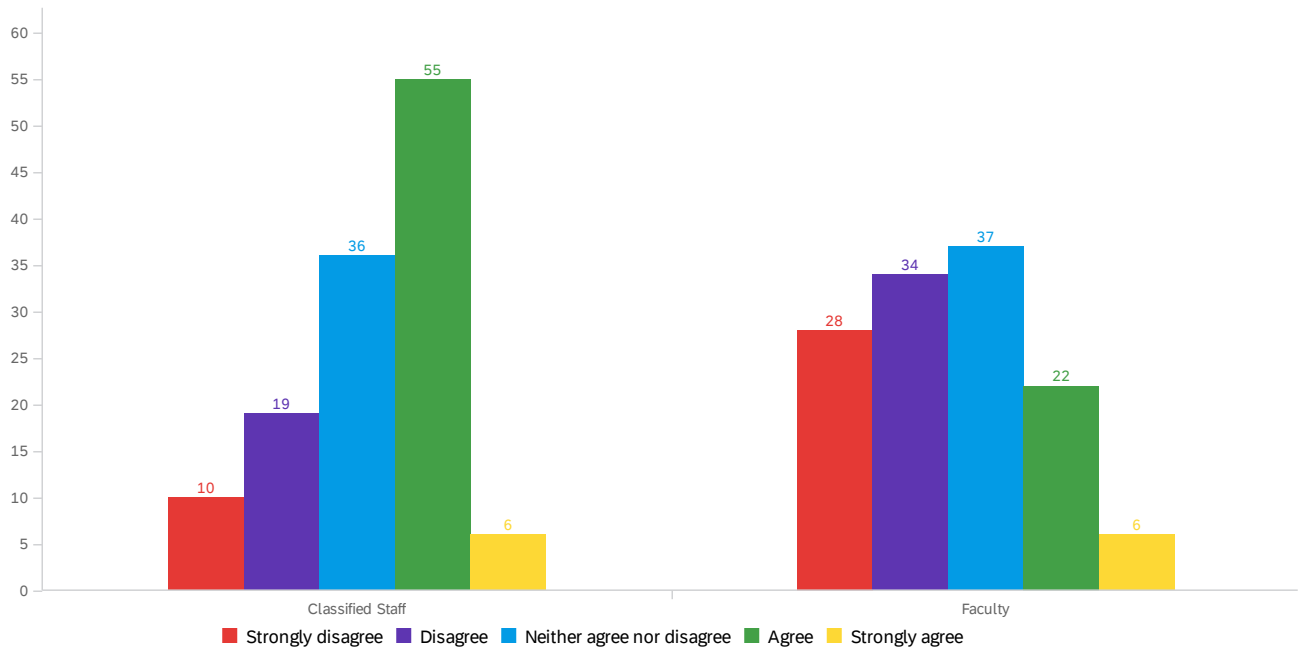


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	3.39	1.03	1.07	123
2	Faculty	1.00	5.00	3.33	1.10	1.21	126

#	Field	Classified Staff	Faculty	Total
1	Strongly disagree	61.54% 8	38.46% 5	13
2	Disagree	30.95% 13	69.05% 29	42
3	Neither agree nor disagree	57.35% 39	42.65% 29	68
4	Agree	52.13% 49	47.87% 45	94
5	Strongly agree	43.75% 14	56.25% 18	32

Showing rows 1 - 5 of 5

Q5.5 - I have the resources I need to get back to work on-campus quickly and safely.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	3.22	1.02	1.05	126
2	Faculty	1.00	5.00	2.56	1.15	1.32	127

#	Field	Classified Staff	Faculty	Total
1	Strongly disagree	26.32% 10	73.68% 28	38
2	Disagree	35.85% 19	64.15% 34	53
3	Neither agree nor disagree	49.32% 36	50.68% 37	73
4	Agree	71.43% 55	28.57% 22	77
5	Strongly agree	50.00% 6	50.00% 6	12

Showing rows 1 - 5 of 5

Q5.6 - What additional resources do you need?

Classified Staff

What additional resources do you need?

In person training

Information and more masks

I've been working on campus the whole time

Need to end the furloughs. With the pay cut, I don't have the money to pay for the fuel for the commute. Costs are not paid for by a percentage each day. Rent is fixed. Food is fixed, have to eat whether I work or not. Fuel comes out of what is left after the fixed costs have been paid. The furlough "hit" is greater than my disposable income. I'm getting by because I'm not having to buy gasoline.

faster acting disinfectant

I use public transit to get to and from work. I would like to avoid that as much as possible until we can work through the pandemic.

I'm essential I have been here all the time

vaccine, better testing

A vaccine

Cleaning supplies and face masks.

I am already working on campus. I never worked from home.

A face shield would be preferred versus a mask for the hours in the office.

I am at a very high risk for infection according to CDC guidelines, and I also care for two children under 13 years old. My partner is also at a high risk according to CDC guidelines and is required to work in the public, so our family has been/will continue to practice safe and healthy guidelines.

I don't think my resources is what will enable me to work safely on-campus.

My parents are older, I feel comfortable going to campus on occasion when the campus is sparsely populated, but if we go back to being fully open, I would just be uncomfortable being on campus full time regardless of resources. The resource I'd need is a vaccine.

What additional resources do you need?

I do not think that SOU can sufficiently clean ALL the surfaces on the entire campus that need cleaning every couple hours. They certainly do not have the manpower; nor do they have the financial capabilities to increase hiring more custodians. They should allow anyone who can work at home .. to continue to do so until there is a vaccine or the threat has passed... As it is, we'll be shut down again in a couple months.... These #'s are rising everywhere in the world.. Why would they want to subject their employees to the possibility of getting this virus? I don't understand! I really am panicking about coming back to campus.. so much that I have a doctor appointment this week. I will do ANYTHING I have to .. to not go back to working on campus!

Outdoor space to meet with students. I do not feel comfortable meeting with students in my office. I might feel comfortable meeting with them for short periods in a larger open area, like SU312, possibly with plexiglas.

There are no sufficient resources available. It is just not safe to do so.

A vaccine.

I wish the building where I worked had clorox wipes. We ran out a long time ago and were given rags and spray bottles to share amongst a lot of people. Touching them feels unsafe and we have to take the rags home and wash them ourselves because there is no system to follow up on what happens to them. A global pandemic isn't the time for eco-friendly solutions like reusable rags - we really need wipes in touch-free dispensers like they have at grocery stores. It would also be better to have touch-free dispensers for soap and motion detector sinks in the bathrooms - there are so many shared surfaces we are touching and not sufficient supplies to safely do the cleaning that each person is required to do. As we reopen and more staff and students return to my work area, I am very nervous about staying safe in shared spaces like restrooms and public desks with shared workstations.

Have ordered plexiglass for reception area, and my personal desk, but am awaiting them to arrive/be installed. I am NOT CONFIDENT in the custodial cleaning protocols, use of "rags" with no clear direction on how often those would be cleaned/laundered, and what I need to communicate to students and how often I myself may be exposed or needed to clean in our building, office surfaces, highly touched areas, etc. I am also pursuing ordering disinfecting wipes to be used in some of our areas, but anticipate push back from sustainability. I think right now, health vs. earth, should not be a debate!

Please see my earlier responses. Everything is up in the air regarding what next steps are. I understand. We don't know if Oregon's rates of infection are going to continue to rise, level off, or go down. I am almost 65 years old and I don't want to put myself at risk so that SOU can make a few dollars more.

A vaccine! I don't know how careful students/staff are. I can only control how safe my family is. It seems unfair when we can perform our work efficiently from home to be required to return to campus and expose ourselves to others and potentially take home COVID to our families. Its also hard to control the cleanliness of common spaces like copier/fax machines, restrooms, lunch rooms, water coolers, opening campus mail, people walking through buildings.... all of that would be difficult to control. I also think with students and staff coming from and commuting from so many areas, it would expose everyone to a higher probability of exposure

What additional resources do you need?

A window that would protect me from people entering my office when the door was open. I do not want people coming in but yet I want to see people passing by my door.

Mostly the assurance and confidence from all leadership that returning to campus will be safe and wise.

Sorry to harp on air flow, but that would be a huge factor in working safely on campus unless and until a vaccine is available and I've been vaccinated (if that's even going to be possible).

I've been on campus the whole shut down

I need child care.

Jackson County is JUST NOW starting to do contact tracing and more testing, so I'm feeling that if there was more testing, giving us a greater idea of where and how Covid is living among us, I'd be more confident about returning to work.

Feeling that I will not be infected by others.

A vaccine. Plain and simple.

Masks and cleaning supplies.

Masks, cleaner. A method, contact, or ability for SOU to enforce campus COVID rules.

assurance that the air quality in our office is sufficient. With no opening windows and an AC unit that appears to circulate internal air, with the new information from the WHO, it seems like a dangerous area.

Faculty

What additional resources do you need?

printer & scanner

Assurance that all safety precautions are taken on campus and that resources are available to do so.

Vaccine.

I'm not sure which resources would facilitate a "safe" return to campus at this stage of the pandemic.

Move information and a better mask.

A vaccine

A camera for zoom meetings.

What additional resources do you need?

Face shield/concrete plan for cleaning labs

As long as dependents/children are not in school, I cannot come back to work on campus.

Clarification on what in-class teaching is actually going to look like in the Fall.

Classrooms, hallways, office spaces, and bathrooms cannot be adequately prepared.

I need a classroom that will accommodate an entire class of 50.

unclear question . . . I have face masks, cleaning supplies, safe travel -- obviously campus environment would need to be safe, too

N95 masks, knowledge of restroom safety, much more discussion of cleaning protocols

Somebody to show me that it's safe

PPE freely available for everyone A plan for how to keep people distant in all aspects of the classroom, lab, and moving about the building. Clear criteria for monitoring every day the effects of our reopening on the SOU community - number of tests, infection rates, quarantines - and quantitative triggers for re-closing. A plan for monitoring whether things are actually working, in other words. Administrative support for making our own decisions about how to run our classes with the safety constraints

The inevitable level of personal contact is too risky. I need resources for teaching remotely, especially on-line lab exercises.

A quick decision so I can plan my fall term. However, all I hear is my clock ticking and tocking. What kind of leadership is waiting for the governor? Make the right decision and lead. This challenge has revealed a lack of administrative leadership.

Assurances that if we do go back to face-to-face classes, ALL students will be mandated to be tested, as with all faculty/staff.

???

Assurance that the university will do their part to ensure the safety of faculty in class settings.

That I am not sure.

Housing (I am abroad and have no apartment or house to come back to yet...)

I find this question and the previous one too vague. I can't imagine any changes SOU can make that will assure me (and the 20 students in the classroom) that we are safe from the virus. This is a pandemic. We will be extremely lucky if we are all here in a year or two to greet one another.

What additional resources do you need?

Need COVID 19 testing available for SOU employees and students

I need to know exactly what the protocols are for conducting in-person classes. I know committees are working on a re-opening plan and are gathering information, but aside from that I do not know what to do.

To not be required to work on campus due to being at risk.

I don't think my safety is a matter of resources, it's a matter of everyone staying home.

In my opinion, getting back to work on campus mandates that the risk of infection from COVID-19 has been eliminated by a working vaccine through which the end of the pandemic is achieved. That being said, no amount of resources will make me feel comfortable in a university environment under "normal" circumstances where teaching in my discipline necessitates close, personal instruction.

A COVID vaccine and/or effective COVID treatment (made available to ALL, not restricted to those who can afford it) and/or the end of the COVID pandemic. Should the pandemic continue for an extended period of time, I would hope that there would be a significant cultural shift in practices and investments in safety that would ultimately make me feel prepared to return to teaching on-campus safely.

Clearer direction, protocol, and resources for teaching with face shields/masks, physical distancing, how to enter/exit a classroom, etc. What to do when students are not compliant. Better screening procedures. Much clearer protocols on what will happen when a student(s) are COVID positive - do we all self-quarantine? Does the class move to remote? If we don't, what am I supposed to do for that (now) remote student when the class is F2F? Still lots of unanswered questions about synchronous and simultaneous F2F and remote teaching (with webcams and video conferencing software in classrooms). I wish we were preparing for 1 scenario: remote vs. 3 different scenarios: F2F, hybrid, remote (synch and asynch). It's a lot.

This question is antithetical to the entire position of being remote to avoid infection. Even if I was in favor of in-person work, a lot of questions have been asked of the admins and no real answers have been provided. What happens if someone in your class is sick? How do you do hands-on work? What sort of delivery can we do? The decide-for-yourself model is a cop out of anyone needing to make a decision and allows each person to assume their own level of risk. The problem with this is that any level of risk assumed above my own can influence me (see: the recent case of three teachers in Arizona sharing a summer school room, practicing all cleaning and distancing procedures, and all contracting the disease with one death. Awesome.).

Audiovisual / computer equipment necessary for social distancing during laboratory sessions.

A vaccine.

I need a face guard and other PPE.

larger classroom assurances about HVAC issues and distancing in my building

What additional resources do you need?

I personally do not need any resources. The classrooms and public areas of my building need lots of work.

Would like more specifics on classrooms- What tech is available to support hybrid learning? How many students can I fit in my classroom? What kinds of seating arrangements are possible to maintain social distancing?

- testing capacity - contact tracing - clear face shield - someone to enforce social distancing and masks - someone to clean the computers and desks between classes - a way to screen share with students in the classroom so I don't have to stand on top of them to see their work - better ventilation in classrooms, office space, and restrooms

Officehour space with plexus-glass barrier, but Zoom makes more sense, both for scheduling and cost

wipes, sanitizer, face shield

a vaccine

Vaccine, face shield

Would need to see the safety resources, physical distancing protocol and other policies in place.

I'm not sure in person teaching can be done safely in a pandemic.

I have no idea

Chain of command clarity for who will assume cleaning, lab prep, teaching, and chair responsibilities once faculty and staff become sick and/or incapacitated. Pay for work when students need incompletes because they became sick.

vaccine

Assurances from our administration that all safety protocols are followed & enforced. Ability to record lecture/films/discussion in classrooms.

Clarity of the sanitizing procedure once campus is open, clarity on whether masks will be required for all who are on campus, protocol for the use of classrooms and how it must be cleaned after use.

Document camera, projector, cleaning crew, better understanding of how to keep canvas tables and clay COVID free. How to keep a studio where a great deal of touching happens COVID free.

We should not work on campus period - until there is a vaccine.

A vaccine that is proven to work for sufficient stretches of time and is proven to work for myself and my loved ones. Not all vaccines are effective for everyone, for the target virus, or for long stretches of time. (E.g., the yearly flu vaccine.)

What additional resources do you need?

A vaccine, and time for the vaccine to work.

The administration has no plans for student wellness - they are far more likely to bring COVID to campus through socializing, yet the faculty and staff are being treated as though we are the one's not to be trusted. Shame on Schott for letting that happen. Her team is making a mess of this. And, I don't trust our building's custodian, yet have heard NOTHING about how cleaning plans will be implemented by that person.

A better understanding of how classes will be safe day-to-day.

Whatever resources would make the f2f teaching environment (and advising environment) safe for close-up conferences, looking together at student work, group work, etc.

Trust. Trust cannot be supplied, it must be earned over time and that resource is in short supply.

A vaccine. My husband works in the valley and I watch him oversee person after person getting covid in other states and some are in ICU and some are not. Why put us in this risky situation

I need other people (including students) to follow health and safety protocols. But, since SOU cannot control that behavior, they cannot guarantee my safety. It's not a matter of resources, it's a matter of behavior.

Enough space in classrooms would require fewer students per class. This is not financially feasible

Safe and effective childcare/homeschooling support for middle school aged children.

Better health insurance and a global education and experience with the lasting effects of a CoVid Infection

More time and support for hybrid learning options. The workload has increased.

a vaccine

Assurance that all of us are following safety protocol guidelines, esp students. We need protective gear and strict and honest oversight of the cleaning process of our offices and spaces. One never really knows how clean or how appropriate the cleaning has been, esp when you witness custodians not wearing masks and re-using gloves. This needs strict monitoring to ensure safe standards.

Better testing and a plan for positive students and employees.

A vaccine, assuming that students are also present.

More time to create online delivery

Faculty should not be in charge of sanitizing classrooms.

What additional resources do you need?

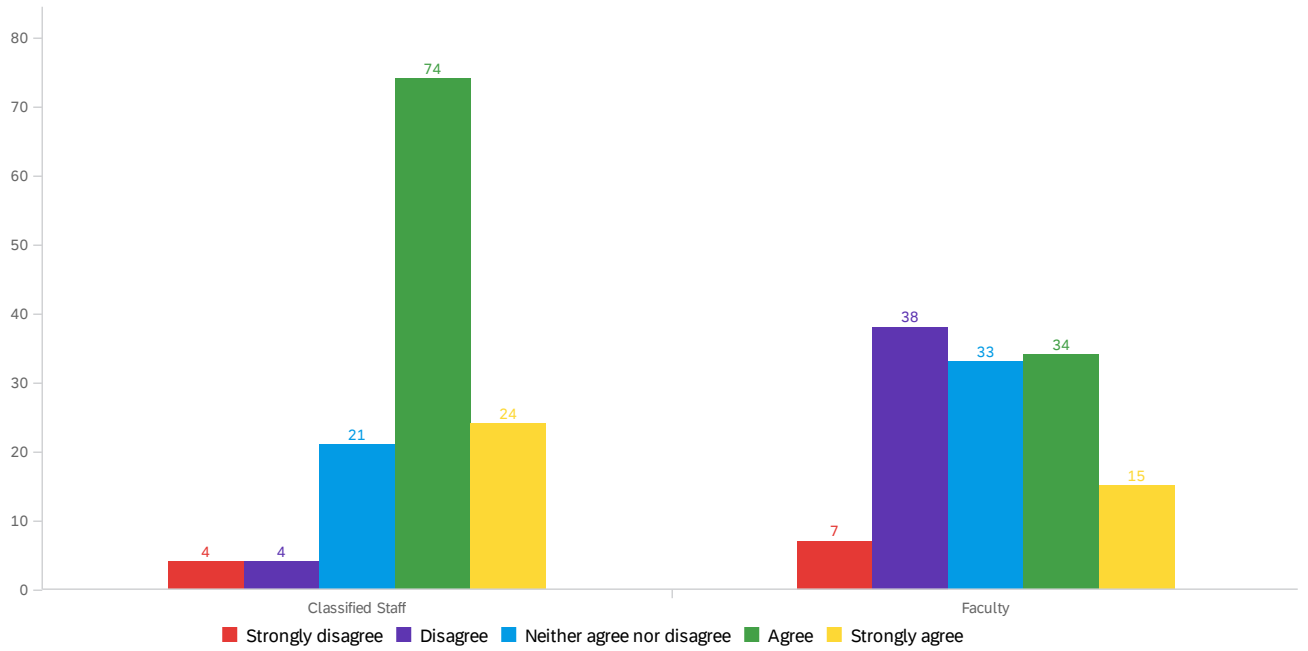
A vaccine.

Other

What additional resources do you need?

Q5.7 - I understand what is expected of me in maintaining a healthy and safe

environment at work.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Classified Staff	1.00	5.00	3.87	0.86	0.75	127
2	Faculty	1.00	5.00	3.09	1.12	1.25	127

#	Field	Classified Staff	Faculty	Total
1	Strongly disagree	36.36% 4	63.64% 7	11
2	Disagree	9.52% 4	90.48% 38	42
3	Neither agree nor disagree	38.89% 21	61.11% 33	54
4	Agree	68.52% 74	31.48% 34	108
5	Strongly agree	61.54% 24	38.46% 15	39

Showing rows 1 - 5 of 5

Q5.8 - What could you use more clarity on?

Classified Staff

What could you use more clarity on?

No information. Just guesses on my part

everything, communication could be better

How about ANY clarity? The little which I've heard so far about plans appears to be based in politics, not in medicine, and does not jibe with the available data.

How much disinfection of spaces used by students am I expected to maintain?

what the plan is

We have had no discussions about what it would look like for our individual office reopening.

They can say 'do this' and 'do that'.. but they cannot enforce it! Why should I be at risk if my coworkers do not follow protocol?

I haven't heard what is expected from the university. I would make my own common sense decisions and actions.

It is hard enough to navigate a grocery store much less every day work.

I understand what measures we are taking to attempt to be safe, but don't believe they truly create a "healthy and safe" environment at work.

The expectations on who cleans what are very unclear - staff have had to clean up after spaces are used by faculty and students in my building this spring and summer. The custodial staff is overworked and unable to clean those spaces and the expectation is that other classified staff in the building will come in and wipe everything down with the cleaner and reusable rags. This puts classified staff at more risk and is not in our job descriptions to be cleaning up after other people. I fully understand cleaning our own work areas, but it puts classified staff in our work area at more risk to have to wipe down spaces after others use them. I've heard that students and faculty will be expected to clean up after themselves if in-person classes resume, but I fear that it will fall to classified staff who are not custodians to do that work if it is not clearly articulated and the cleaning products provided are not of better quality and safer (i.e. non-reusable/shareable items!)

New protocols, and how often facilities will actually be cleaning. I AM NOT CONFIDENT in their thoroughness but I also don't want cleaning to become part of my regular requirements for a healthy and safe workspace - as I am not a health or safety expert. I worry about endangering our students to the virus. I worry about the students endangering me. What are the protocols for out of state, or international students and quarantine? What about public areas, hallways, floors - how will those be cleaned? I have no idea what the "new" protocols will be. Would love more communication than "well, there's disinfectant spray bottles and rags in each classroom."

What could you use more clarity on?

will cleaning supplies be provided? masks? Can we keep the building locked? Are we only letting a certain number of people in each building at one given time? Who will monitor?

EVERYTHING. Nothing has been said about how classrooms are to be cleaned between classes. No one has mentioned how frequently bathrooms will be cleaned. Who is cleaning. It is not in my job description!

No one has actually said anything about what the expectations are, what changes there are going to be. Nada.

Everything, basically, we've had little to no communication in our department about what is expected, and zero plans for how to return.

Social distancing is nearly impossible in our small office.

Faculty

What could you use more clarity on?

how to communicate with students regarding face masks

Nothing is fully decided yet as things change rapidly. I no longer know what safe means!

How classes such as labs, that require frequent and close interaction with students, will work in terms of physical distancing, disinfecting, etc.

Who has the final say as two online or face to face for individual classes.

how we will social distancing classroom in the halls, who will be responsible for enforcing mask requirements/health and safety protocol. Although not directly related to my role as faculty, I want to know how students in the dorms will be kept safe. I would like more clarity on what will be required if faculty when being required to be both on campus and provide learning remotely to students who feel unsafe coming to class.

How classes should run in this context. How many students should be in my courses based on the room sizes. Distancing to 6 feet is required but I am reading 13 feet is needed. Etc.

I don't know what the actual rules are. Who is cleaning the classrooms? How do we enter and maintain social distancing? How many students are allowed in the class at any given time? Will I have classes before and after mine where people have to enter/exit quickly and is there protocol for that? If waiting for another class to end, do we form a line and maintain 6 feet? Will there be markings on the floors like at the store? Will I have to wear a mask while lecturing? Or should I use a mic? Is the mic going to be cleaned after every use? Will I have my own? I have tons of questions....

who is cleaning classrooms between classes, who is going to organize classroom protocol in terms of entering or exiting, etc. Basically, I have no understanding of how the goals will be reached.

Am I supposed to clean? Who is managing mask adherence?

What could you use more clarity on?

How we control the movement of students in and out of classes and around the building. Are we responsible for cleaning our own classrooms?

How will instructors enforce safety protocols? Will SOU provide PPE to students, faculty, or staff? How will we manage classes and labs when (not if) a student or instructor is infected? When an instructor is quarantined? How can we teach classes of 20 or more students while meeting personal distance requirements?

???

Are we going to be required to enforce mask wearing in our classes? What happens if students won't comply? How will attendance work? Will we be expected to teach both online and in person, thereby doubling our workload? So many questions.

Who is going to monitor the use of masks? Who is going to monitor a minimum distance of 6 feet between students? Who is going to take everyone's temperature before allowing them to enter a building? Who is going to clean every keyboard and monitor and desk between each class? Who is going clean every staircase railing before our buildings open? Who has checked our airflow systems, changed the filters and monitored particulate distribution? Who is going to monitor the street people who use our buildings for internet access? Who is going to monitor the number of people in a bathroom? Have covers been placed on all SOU toilets? (We now know that the virus can be spread via feces and airborne toilet water.) et cetera

Will I be required to clean and disinfect the classrooms where I teach? Will I be required to ensure that students are wearing masks?

Not clear how faculty are suppose to maintain classrooms between use if teaching on campus? Are faculty responsible for sanitizing all desks, tables, chairs and laboratory equipment? For science labs it is not feasible to sanitize scopes, tools, slides, instrumentation and all the myriad of pieces that are used in most labs in a timely or reliable manner (especially between back to back labs).

How many students can I have in my class at any one time? Do I mark out the 6-foot distances on the floor or something? How do I ensure that everything is sanitary? Do I wipe down desks and tables myself after each class along with door knobs? What about my manipulatives? Do I disinfect those after each use? If we can't meet in my classroom, then how will I know where to meet? What about all of my resources in my classroom? I don't know answers to these questions aside from what I've thought of myself with the current restrictions in our county. Is it up to me to decide how many students can attend my class and can I rotate which students come on which days so that I can get to know each of them in person and have the students not there in person access the class synchronously through zoom? I'm expecting that when we return in September, there will be answers to these questions so everything is clear by then. Honestly, after an incredibly stressful spring term, I am trying to recover and enjoy as much of summer as possible.

I don't yet know how we are planning to schedule facilities and space students in order to meet distancing requirements in the fall.

What could you use more clarity on?

I do not believe that what is expected of me (e.g., returning to in-person classes in any form) will allow me to maintain a healthy and safe environment at work in any form. In addition to my physical risk of COVID-19, the extreme anxiety associated with being required to work in person is already having a significant toll on my mental health.

To the best of my knowledge, we still haven't heard how many students in each classroom. Or how hallways and rest rooms will be managed. Or buses. Or the cafeteria and student union.

Expectations on disinfection, enforcing social distancing, my ability as a faculty member to remove students from class that willfully disobey such safety mandates, proof that my University will be able to provide all resources 24/7 to ensure best practices for cleaning and prevention of contagion, how these additional expectations on maintaining a safe workplace are integrated into the CBA.

We do not yet know enough about the spread of COVID-19 to understand what we would need to do as a campus to maintain a healthy and safe environment at work. Understanding that the virus is airborne and spread through aerosols is a relatively new understanding that is leading many workplaces to change air filtration systems, for example. I do not believe that in my capacity as a faculty member I can "maintain a healthy and safe environment" at work, as that would require expertise beyond my education and training. Should the campus provide face-to-face instruction this fall, there would need to be more clarity about how safety protocols (how to enforce the wearing of face masks, how to ensure social distancing, etc.) will be enforced; it should not fall on faculty to police students, as that would likely undermine an effective classroom relationship among faculty and students.

See previous question. Who is cleaning what? Am I cleaning a whole classroom or just the computer at the front? How am I supposed to supervise entering/leaving classroom? What if students don't want to physically distance or wear a face covering? What about aerosol transmission? How good is HVAC in our classrooms? Which classrooms are big enough to safely house my class? Which outdoor spaces are being considered for teaching and who gets dibs on them? Will we schedule those places and how will that work? Is SOU investing in more resources to support outdoor classes, i.e. tents for grassy areas, chairs set up, etc.

Sure. Cleaning between classes, testing students before/upon entrance, assumption of liability if an infection occurs. There are just so many.

How I am supposed to clean up after every class in an effective way that does not endanger me or the students. How I am supposed to mandate the wearing of masks. How I am supposed to stay healthy in the midst of a student population that is clearly not practicing social distancing and mask protocols outside of the classroom. How I am supposed to teach in my subject area using social distancing and mask use.

I don't know my role of cleaning the class. Also are students going to be tested?

Who will be responsible for disinfecting protocols? Who is responsible to ensure proper safety precautions are maintained (wearing masks- social distancing- and so on)...

What could you use more clarity on?

I am still unsure about expectations and resources to support students who would choose not to come to campus but still sign up for in-person classes. I need confirmation that I can continue to hold my office hours via Zoom as my office is small and does not have a window.

I don't have clarity on how we are going to make the classrooms safe for a new group of students. I don't have clarity on how safe our air systems are in spreading the virus.

What role are faculty expected to play in ensuring use of protective equipment and maintaining social distance in classrooms?

Who is cleaning what? and when? Who enforces social distancing? Who enforces wearing masks? What happens when a student sneezes? or takes their mask off to eat in class ? How do we enforce social distancing as one class ends and the next starts?

How to address social distancing in the classroom and with students

Why I would have to be in a face-to-face situation during a pandemic

If I'm supposed to be finding bigger rooms for my courses, Enforcing classroom safety, managing non-compliance, how to handle/report/accommodate sick students,

The existing information is vague and protocols seem unrealistic. They don't even look good on paper. It is a disaster in the making.

The pedagogy necessary for me to do an effective job can be achieved face-to-face or on the line. Doing a hybrid model takes away from either.

Details regarding class sizes, adjustments to room assignments, and procedures for room maintenance.

How things will be done and what my role is

Cleaning protocols, faculty role in enforcement of PPE and social distancing

Most everything. Who is going to clean classrooms? Lobbies. Stairwells. Hallways. Who is going to "enforce" student compliance with safety protocols? What about gauging health of those on campus?

same as previous comment

everything

I believe I know how to conduct myself around others to protect them, but I do not know, trust, or believe that others will do the same.

What could you use more clarity on?

1. The university has not been super clear on what it expects of instructors, 2) what is ACTUALLY clear is that we don't know what we could do to make returning to campus safe for us all, 3) what the university has communicated so far is not reflective of science. It is, however, reminiscent of religious behaviours (symbolic rituals, actions, and activities intended to appease a deity).

Cleaning. Student expectations. Hall and corridor traffic. Athletics will breed COVID - why not delay it's resumption? How we are rebranding to become known as a school that offers GREAT online programs.

How do faculty ensure students are being safe prior to, during, and after class?

Many of the questions posed in APSOU emails this summer are still not addressed. Who is responsible for cleaning the classrooms? How much of the classroom needs cleaning? What do we do if we encounter a person (student, faculty, staff, visitor, etc.) if they are not wearing a mask and refuse to wear a mask?

what classroom set-ups and protocols will be

Who is cleaning when and who is monitoring mask use? The daily survey is not enough.

Everything

Cleaning the classrooms

What are my responsibilities? Do I monitor student social distancing? Do I clean the podium, computer etc in each teaching classroom before and after? Do I monitor students to wear masks? Do I monitor the cleaning process and supervise how it meets guidelines? What are the guidelines in place? What is the plan? These are only a few of the concerns I have by not knowing my role as a professor here.

What the plan is all around me - I know how to keep me safe, for the most part, I know nothing of what is planned for everything else.

I am not on salary right now yet I am expect to correspond with every email from every person at SOU. I can't keep up with the back and forth.

Guidance on student interactions, enforcement of policies

in what context?

Other

What could you use more clarity on?

Q6.1 - Do you have any suggestions on how to make the transition back to work easier?

Please explain.

Classified Staff

Do you have any suggestions on how to make the transition back to work easier...

Information

No

Start out bringing back the people who HAVE to be on site to function and the students who are taking in-person classes. Do that, let things sit for 3-4 months, see if problems develop, and be prepared to revert to online-only if it goes badly. Re-opening needs to be stepwise, in small steps, with long enough periods to be sure that each step was not too aggressive, too rushed, and an eye to how to reverse each step before it is taken. I believe COVID-19 is with us forever. What we do is not temporary, it is permanent, so we need to take the time, whatever time is necessary, to build the right "new permanent."

more support staff

Not at this time.

more long term thinking, this is not going away soon, especially without a competent nationally coordinated effort

We're all just waiting to see what the future holds and trust that we will all do the best we can to be safe and productive

Again, please restrict access to campus to faculty and students where legal allowable.

At this time, I do not plan on returning to my SOU office, and plan on continuing to work remotely.

Prior communication to students regarding safe practices at SOU.

Feeling like the situation at the state and local level has mitigated the risks of Covid19 spreading in our community.

no, as I have been onsite the whole time

Please wait until the virus is under control. It feels insane to me that we have been so focused on getting back to campus. Yes, we all miss and value human interaction. Yes, the school (us) will suffer economically. Our health and safety are more important.

I need a way for my children to be cared for and stay safe while I work.

Do you have any suggestions on how to make the transition back to work easier...

Some clearer communication on what is expected from employees when they return to campus. The ability to continue to telecommute based on my risk status.

Wait for a vaccine.

DON'T DO IT! It is still TOO risky.. Watch the news! PEOPLE ARE DYING EVERYDAY!!!

Wait until it is safe to do so. Vaccine, more knowledge of the virus, herd immunity, etc.

A plan for employees / students who do not comply with masking or other safety requirements.

More clarity on the accommodation form would be helpful. Is the option to work remotely that was previously set forth in the Telecommuting Agreement being revoked and we will all have to be in-person unless our doctors recommend the accommodation to work remotely? More clarity on these expectations would be very helpful and would reduce anxiety. Also knowing the desired hours for the work areas on campus that need to be open to students would be really helpful. We don't know what will be expected of us right now and how much that will be up to our building vs. we will be directed to do from higher levels of the administration - it would be great to know more about these expectations and also what plans are in place if we do reopen and things get worse during Fall term.

To continue to prompt employees of what's expected of them upon returning, ie, masks and social distancing

Maybe rotating 2-3 day work weeks?

I think August is too early to have staff come back. Perhaps Sept 1 may be a better start date for staff and we can also see where numbers are at that time. It would also be nice to know what K-12 are doing as that may also affect me returning to campus. If kids are home/remote schooled again, that will require me to stay home and work remotely. I hope that SOU would understand that. I would be OK with coming to campus perhaps one day a week under safety guidelines.

Phase-in essentials only, observing mandates. If you can work from home, stay home. Keep furloughs if need be. I don't see how being around others if you don't have to, furthers the long term solution

It is too early. Wait until the #'s in Oregon, and Jackson county, are actually decreasing, not rising.

As I mentioned earlier, I am already on campus working. I am more concerned about having to set up an office at home if/when staff members move back to campus. I personally do not want to work from home but I am very aware that this will have to be my option if people are on campus and not being safe. Personally, I think fall should be distance learning, staff that can work remotely should stay home and do so. I think this should be in place until the virus has flattened out.

Do you have any suggestions on how to make the transition back to work easier...

When the time is right and if things ever get back to normal, allowing a transition where employees work part of the week from home and part of the week on campus-specific schedules to be worked out with their supervisors- could be extremely helpful and beneficial. I also think that we have proven that remote work is indeed possible and that it should become more of an option and not so difficult to do in the future. Allowing employees to work from home either all of the time or some of the time depending on campus needs should not have to be something that we have to fight HR about and jump through hoops. It should be as simple as the supervisor agreeing it is possible.

Information would be welcomed.

Please realize that ANY increase in human contact at this time will spread COVID-19. This is not an if situation, it is a when situation.

Allow working from home to be a viable option in the future, and for those who need to come back to campus, allow a slow transition back to fully working on campus. All this with the appropriate safety measures, and slow down of the pandemic.

More available space or being able to work remotely. I am uncomfortable working on campus currently.

We need to confident that we have in place all the tools that we'll need to be safe ourselves, and to keep students and other staff/faculty/administrators safe.

Outdoor classes(weather permitting), limit indoor instruction. continue remote learning. Better ventilación indoors. Temperature checks at entrances.

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██████████ it takes a tremendous amount of work to keep the building and people safe, and I don't see how we can keep that level of work up in the fall when we have more people ██████████. I expect we will have an outbreak of COVID-19 ██████████ around November when the cold season is going and people feel academic or financial pressure to not stay home when they are sick.

I think the transition should be delayed as long as possible. We are in a spike right now with the virus and the majority of the campus coming back to campus does not make sense. We should be waiting until at least mid-September.

Slow and steady, flexible gateways for people who are protecting loved ones at home, and some sort of data-collecting and SHARING of that data for the whole campus to know how the infection rate (AND positivity rate) is within the SOU community.

Do you have any suggestions on how to make the transition back to work easier...

Allow those positions that require little to no on-campus presence to remain remote. Clearly outline expectations for students, staff and faculty with regard to PPE use, and consistently and fairly enforce those expectations with definable sanctions for violations. Be transparent in all aspects of this. Allow those who cannot wear the required PPE to work remotely if at all possible, or provide a dedicated, isolated space on campus for those people to work. Lids on toilets to prevent COVID fountains with every flush. To be fully plain and simple, I will fight tooth and nail to remain remote until there is a vaccine, including physician's records if needed.

For employees that can operate fully from home should maintain working from home until a vaccine is in place.

Faculty

Do you have any suggestions on how to make the transition back to work easier...

Assurance that cleaning of classrooms, public spaces, and offices is sufficient to deter spread of the virus.

More time.

Faculty need to be able to make the online/F2F call, and be able to change if the situation changes. We are the front lines.

Clearly, perhaps repeatedly, explain to all parties concerned the need for prioritizing the health and safety of the entire SOU community.

We are craving leadership. A bad choice is better than no choice. So far it feels as if SOU has tried to walk the middle road meaning more work, confusion, fear, and disappointment for all. There's no way we can be back in fall safely. Let's just admit it and begin planning to succeed remotely!

There is no one-size-fits-all here. At risk populations, employees with small children, or any other number of covid-related responsibilities suggest a simple solution: each faculty member must have the autonomy to select what works for their situation.

No. I'm not too concerned about how "easy" it is to get back into the swing of things. I am concerned that this is how the question is phrased. Life doesn't have to be made easy for us and we should expect to make sacrifices to accomplish our main goal of educating students.

No, sorry.

Limit the total number of students faculty interact with. For example, I would not feel comfortable meeting in-person with 75 students each week, even if these meetings were in small groups with social distance.

Lots of communication.

Go remote if pedagogically sound

Do you have any suggestions on how to make the transition back to work easier...

no

Allow faculty and staff to make their own decisions on how best to implement the required safety requirements. Understand that students will not be able to study, learn, or even function if they feel unsafe - and that they will simply not show up if we can't provide them with this environment.

I do not think there is a way to do this safely. We have our priorities backwards - should be health and safety first, in-person instruction a distant second.

How can I do this when I have children in school? How can I create my schedule without owning the rest of my family's schedule? We need more flexibility. We are bending over backwards for student flexibility, but SOU is barely providing minimal flexibility for their employees.

Thank you for your work!

Back to work? I'm working now consistently. If you mean back to campus then I'd say the trend for infections must decrease significantly instead of increasing.

I fear that it's too early to return to face to face teaching. I worry about the safety of students, staff, and faculty.

Wait until there is a proven vaccine. Support all students and faculty to work remotely. Provide equipment and training as needed. Sell SOU property (all the empty houses adjacent to the campus would sell quickly) to get us through this unprecedented time.

Every member of the campus community should be tested for COVID-19 immediately before coming on campus in the fall.

Clear communication regarding our protocols and allowing faculty flexibility in teaching in-person and/or remotely.

I would like SOU to do everything possible to restore face-to-face teaching on campus. I think we should consider expanding the ranges of times in which classes are scheduled in order to allow more classes to take place. We'll need large rooms and small class sizes. By using a seven-day schedule and by scheduling more night classes, we could have the right facilities to make it work. For many students and faculty members, the option to hold classes on nights or weekends might also be a benefit to family schedules during this time of limited K-12 school hours.

I am already working - there would be no 'back to work' about returning to work in person.

I don't think it should be happening at all.

Do you have any suggestions on how to make the transition back to work easier...

I would like to assure the administration that faculty have done a fantastic job this past Spring on the transition to remote instruction. Although there are aspects to remote instruction that are challenging to specific disciplines (e.g. the sciences), the general health and well-being in the SOU community is paramount to maintaining a vibrant and well-respected university for years to come. Therefore, it is important not to rush into reopening plans that require face-to-face instruction. We see what early opening has done around the country in states that weren't patient with their economic reopening plans, and now in most of those states, hospitals are overwhelmed with COVID cases that have resulted in needless deaths or incomplete recovery of health and well-being. I would respect an administration that focuses on the long-term health of this university rather than this misplaced "can-do" attitude that would compromise the stature of this institution.

Faculty should be provided with high-quality resources on how to teach well remotely so that we can all teach exceptionally well in the fall (and beyond, if needed). Additional support should be made available to students to support their social and emotional needs as they live through a pandemic. Workshops for faculty on how to manage the social and emotional challenges of teaching during a pandemic would be highly beneficial--both for how it affects us as faculty members, but also for the extra toll it places on those of us who are advising and mentoring students affected by the pandemic. This could address challenges such as home/work life balance, managing stress and anxiety, managing uncertainty, effective communication strategies to ensure healthy group dynamics in remote communication environments, etc. Faculty should not be asked to fill in for colleagues who are on 80% workload reductions, as it places us in the position of being "scabs." Our colleagues who are experiencing furloughs are suffering significant pay loss; we cannot do their work for them or else the administration will not understand the extensive consequences of their furlough reductions.

1. Reassure and honor faculty by giving us the autonomy to decide how best to teach our classes this year.

Yes, don't do it.

Where available, returning to campus should be a personal choice. For instance, I can teach remotely without a negative impact on enrollment. I view our current level of Covid precautions as temporary, but I also think reopening now is too early and unnecessary.

Testing of all students and employees prior to the start of the term and a regular testing program during the term.

Remain remote until there is a vaccine. I mentioned earlier that I would prefer the workload (ELU expectation) be decreased, paired with a decrease in pay, so that I can focus on recreating entire courses in an effective and valuable way. Please mention to Summer Chairs that though they might feel it is necessary for us to have long planning meetings throughout the summer, it is really not appropriate, as we are not being paid, and I would like to focus on professional development (now specifically geared towards teaching remote/ hybrid) and curriculum planning for the Fall.

Testing for everyone

Health inspections by an outside agency

Do you have any suggestions on how to make the transition back to work easier...

I would like all faculty to be asked this question: What are the learning activities you want to implement in a face-to-face setting because you think the benefits outweigh the risks? Then let us design remote vs. in-person activities according to our own assessment. I would also like to know how many students are planning to be here in person and able to use campus resources.

I have students that are enrolled for fall but are not returning to campus because they care for parents and/or live in deeply affected areas. I am concerned about the overload of work in making those students feel like they belong in the classroom.

Let us work remotely

Make students sign an agreement to follow protocols or risk serious consequences including continued enrollment or access to grades

Unfortunately, bringing students back to campus safely for face-to-face classes is unrealistic at best. In order to keep the number of cases down, we need to stay remote at this point.

We are not in a position to transition back safely.

Put safety first and wait for an effective vaccine. Work remotely until then.

Allowing people to make professional decisions that balances their personal safety and professional responsibilities.

Continue to provide resources to assist faculty and students to engage in meaningful remote learning until we have a vaccine.

Give faculty agency over their decisions

Concerned, engaged, ability to focus on employee/student safety vs. financial concerns, ability to "listen," ...

I know that my anxiety will go up significantly when I'm asked to return to campus during the pandemic. I'm not sure how to resolve this other than allowing those of us who wish to keep working remotely to do so to stay as safe as possible.

Opportunities to discuss this opening process within each Division.

We need to teach remotely until there is a vaccine. Follow CSU. They have sense.

I have a simple rule: When a vaccine that works for myself and loved ones for long stretches of time, the transition will be simple. Until then, with such a contagious virus, a high risk-taking demographic (those below their mid-twenties), and a population that does not follow guidelines from the WHO, easy is not part of the picture.

Do you have any suggestions on how to make the transition back to work easier...

Don't return to campus. Quarantine students. Hire cleaning staff/pay our staff properly to clean according to actual public health guidelines. Replace ventilation system.

Collaborate with the unions instead of implying the staff and faculty can't be trusted. HR's leader clearly is power grabbing unnecessarily.

Return I. Winter.

Quite simply, allow faculty to determine how they want to offer their courses. Require that -- for classes originally designated "in person" in the catalog, students be available during scheduled times. Provide tech equipment and access to soundproof (or semi-sound proof) computer lab spaces for students who can't work remotely from home. Give faculty the autonomy to teach as they see fit, and provide necessary support (as CATL did so well during spring term).

Stop trying to recreate everything the way higher education has always been. Think of different instructional strategies not as stop-gap measures or "lesser-than" impediments to good learning but as potential assets for personalization and outreach to larger communities of learners. There was nothing perfect about the ways SOU delivered instruction before the pandemic, so the past cannot be looked to as the "ideal" or only way to create an energizing, inclusive, accessible instructional environment. The only way to move forward is to prioritize a collaborative environment that honors people's concerns and their ability to adapt constructively, that builds trust, and that emphasizes relationships over budgets.

At some point, we simply need clear protocols on PPE, and expectations of students, staff and faculty.

vaccine faculty choices I'm taking moodle course to help enhance my skills and so if we are offering resources why not let us apply them

Hire more custodians to deep clean classrooms and bathrooms between classes. Expand the time between classes to accommodate: deep cleaning classrooms, prolonged hand-washing, staggered ingress & egress in classrooms and bathrooms. Post 6-foot stickers on floors in all hallways. Post hall monitors in each hallway and building to police the 6-foot rule. Post bathroom monitors to police the 6-foot-rule. Provide safe child care for faculty & staff with children when public schools close. Have temperature takers posted outside each entrance to each building and take everyone's temperature before they enter, including students. Post temperature takers in each dorm. Post monitors on each dorm floor to monitor student behavior. Start planning and designing the monument to those who sacrificed their lives to keep SOU's bottom line healthy. But, since monuments cost money, too, maybe just start planning the moment of silence during next year's commencement ceremony. Or, we could just go to remote learning.

Allowing freedom for faculty to decide if they are teaching on campus or not.

I think we have to allow flexibility.

Leave us remote

Wait until there is a vaccine! Period!

Do you have any suggestions on how to make the transition back to work easi...

My primary concern is safety, safety, safety. I do not want any "safety theater" that is not directly linked to CDC/WHO guidelines.

1. Give faculty the option to hold originally scheduled F2F classes either F2F or remotely as we did in S20. If the former option is used by a faculty, give the students the option to attend the F2F sessions or attend remotely . This means that classes that are held F2F (while maintaining class size limitation) MUST be broadcast via Zoom and /or recorded. If the number of students who opt to attend the F2F sessions exceeds the class max, split the class to two groups and have the groups attend the sessions alternatingly. 2. Be decisive. Make a decision now on what to do in the fall so that everyone (faculty and students) can make plans and preparation as early as possible. 3. Be flexible and adaptable. We can not control how the virus will progress or regress. However, we are in control our actions. Therefore, it is incumbent upon each of us to be able to adapt accordingly.

Allow faculty to decide how to teach: remote or ftf.

Everyone wants answers, but we can't really know what will happen until September comes and we see how the virus is progressing (or not) and what enrollment is like. I wish people wouldn't get so worked up about possibilities until we know exactly what will happen. People jump to conclusions and make assumptions (to the negative) and that isn't helpful. I trust that the university is doing what it thinks is best for all stakeholders. Some people don't think that. They think the University is only concerned about the financial implications. Well, how else is the University going to pay their salary?

Use data not narratives about the virus. Science not stories.

Other

Do you have any suggestions on how to make the transition back to work easi...

End of Report