We are Charting a Successful 2020-21 Academic Year

In Fall 2020 –

• 1,841 face-to-face classes were offered
• 49,966 classroom contact hours were completed
• We logged more than 97,300 flight hours, May – November
• We conducted 9,116 tests, June 22 – November 20

By the close of 2020 (December 31) –

• We had conducted 9,458 tests
• Identified 333 cases
• Had only nine active cases (under isolation)

*Our strict health precautions – including mandatory face coverings, physical distancing and a testing strategy – seem to be helping.*

It’s up to all of us to make it work.

P. Barry Butler, Ph.D.
President, Embry-Riddle Aeronautical University
We are looking forward to a successful spring 2021 semester, building on the foundational knowledge we gained over the summer and fall 2020.

*Embry-Riddle’s intense safety culture guides us in everything we do.*

**There was no roadmap for the global pandemic, but we continue to leverage core principles:**

- Make decisions based on a thorough risk assessment, with expert input
- Implement policies and procedures to mitigate the negative impacts of Covid-19
- Communicate with transparency and accuracy from a single source
- Work on discovering a new normal
- Never stop planning ahead, as new information becomes available
- Focus on the factors that Embry-Riddle can influence
- Emphasize that our success will depend on active buy-in from everyone

Collaboration across the university remains a top priority as we continue to implement our plan. Everyone is part of the solution – leadership, faculty, staff, students, parents and visitors.

We are in this together.
Multi-pronged testing strategy

- For spring 2021, we are again planning a back-to-school “blitz” testing of faculty, student-facing staff and selected students before classes resume
- Semester-long sentinel as well as screening and contact testing will continue
- Rapid testing for symptomatic individuals is also available
- Swift, rigorous contact tracing remains essential

Course corrections

- Continuously reevaluated of our supply chain and healthcare providers
- Ramped up rapid-testing capability
- Reduced the need for quarantine, yet without compromising safety
- Modified the testing schedule to minimize quarantine disruptions for students, faculty
- Expanded our wastewater testing capability
Embry-Riddle is currently in conversations with suppliers of Covid-19 vaccines. We remain hopeful we may become a vaccination distribution center.

In the meantime, we are urging everyone to get vaccinated as soon possible. Embry-Riddle will notify everyone whenever we are able to get vaccine supplies.

Websites with vaccination information for various regions include:

- U.S. Centers for Disease Control and Prevention
- Community Health Services - Yavapai County, Arizona
- Arizona Department of Health Services
- Florida Health – Volusia County Immunizations
- Florida Health - State of Florida
- Publix
SAFETY CULTURE APPROACH

Safety Culture
- Safety is our top priority – hold each other accountable
- Non-punitive & proactive – if you see something, say something
- University-wide engagement & accountability

Personal Solutions
- Take responsibility for risk mitigation
- Personal protection equipment – wear non-medical cloth masks

Physical Distancing
- Lower-density seating
- Restructuring operational hours & class times
- Adjust facility capacity limits

Engineering Solutions
- Create barriers between people
- Design pathways

Administrative Solutions
- Widespread screenings
- Timely HR review of work-from-home/flex requests
- Increased cleaning protocols
- Risk-based surveillance testing / rapid testing
- Influencers tapped to help convey key messages

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SAFETY CULTURE APPROACH

Safety Culture Emphasizes Personal Responsibility

- Hold each other accountable
- Know your own risk
  - Recognize if your behavior puts others at risk
  - Remember that you don’t know someone else’s underlying conditions
- Know how to protect yourself and others
  - Avoid large parties and gatherings
  - Wear a face covering & maintain physical distance
- Commit to personal responsibility – both on and off campus
- Remind others of our safety culture
- Education is key
- Peer influencers – set the standard / model best behaviors
Physical Distancing

- Lower-density in classrooms
- Extended hours classes are offered – evenings and Saturdays
- Most meetings are virtual
- Adjusted capacity limits for events
- Optimized class schedules to lower density and ease capacity
  - Libraries
  - Unions
  - Outdoor spaces
SAFETY CULTURE APPROACH

Engineering Solutions

- Physical dividers (clear plastic shields) and distance barriers in place
- Hand sanitizer and fast-acting anti-viral disinfectant widely available
- ERAU: Regular disinfection, cleaning of residence halls, classrooms, labs
  - Students: Take ownership of personal hygiene, cleaning of personal spaces
- Pathways and stairways designed to reduce foot traffic
  - One way in, one way out
- Controlled access / egress to facilities
- EagleCard access only for certain facilities
- No-contact transactions
  - Cashless wherever possible
- Campus visitor protocols established
SAFETY CULTURE APPROACH

Administrative Solutions

- Multi-pronged testing strategy continues
- Class schedules, seating optimized to ensure distancing / office hours are virtual
- Per-person capacity limits in place for all spaces
- Wellness checks & screenings REQUIRED
- Face coverings REQUIRED
- HR ensures timely review of work-from-home/flex schedule requests
- Enhanced cleaning, disinfection protocols
- Clear communication – educational signage in residence halls & Return to Campus videos
- Most face-to-face meetings now virtual
- No non-essential travel
- Actively monitoring of the global & local situation
- Certified in-house contact tracer works in cooperation with local officials
SAFETY CULTURE APPROACH

Personal Solutions (Risk Mitigation)

• Own your behavior – think about your actions
• Personal protective equipment – non-medical cloth masks required (all common areas)
• Daily wellness checks are required
• Eagles expected to follow safety protocols off campus, too
• Practicing good hygiene (i.e., washing hands)
• Using ERAU-provided disinfectant after every restroom visit
• We all remind each other to follow safety rules
  o We hold each other accountable
  o If you see something, say something – without fear
• Education is a constant
• It’s up to all of us
What We Know

• Strong communication is key
• The virus is not going away
• Most Embry-Riddle students are at lower risk
• Faculty and staff are at a higher risk than students
• We have a strong safety culture
• How to lead through challenges
• How to solve complex problems
• Covid-19 impact in local areas

What We Don’t Know

• Who has underlying conditions/risks
• If there will be a spike in our area or how bad it will be
• When the local, state, or federal government will change restrictions
• If / when there will be a vaccine
• What type of immunity anyone has
What We Can Do

• Leverage our safety culture
• Plan to mitigate the risk
• Conduct wellness checks
• Conduct testing
• Quarantine and isolate
• Perform contact tracing
• Provide clear, transparent communication
• Learn together
• Make course corrections

What We Can’t Do

• Stand by and wait
• Eradicate the virus
• Participate in high-risk behaviors
• Eliminate all irresponsible behavior
• Let our guard down
• Change how contagious it is
• Stop practicing proper hygiene – washing our hands
Initial Lessons

- Additional faculty training was key
- Implemented more barriers / signage to ensure physical distancing
- Upgraded to a faster-acting anti-viral disinfectant
- Rescheduled classes, extended hours to reduce bottlenecks
- Added more student housing to provide more options and maintain normal density

Successes to Date

In Fall 2020 –
- 1,841 face-to-face classes were offered
- 49,966 classroom contact hours were completed
- We logged more than 97,300 flight hours, May – November
- We conducted 9,116 tests, June 22 – Nov. 20
- The incidence of Covid-19 remained relatively low

By the close of 2020 (December 31) –
- We had conducted 9,458 tests
- Identified 333 cases
- Had only nine active cases (under isolation)
All Eagles are expected to follow Embry-Riddle health precautions — both on and off campus.

“It’s up to all of us to make it work. When we look back on this time as history, how you as individuals reacted will say a lot about you as a person. It will go with you throughout life and in your careers – how you behaved, how flexible you were in adapting to a new situation and the choices you made.”

P. Barry Butler, Ph.D.
President, Embry-Riddle Aeronautical University
Since the pandemic began in spring 2020 –

- Staff have looked for ways to help, taking on many new tasks beyond their prescribed roles
- Faculty members stepped up their mastery of virtual and hybrid delivery modes by rapidly taking advantage of professional development opportunities
- Students and friends of Embry-Riddle stepped up to volunteer their time and talent

Ongoing Contributions

- Faculty members remain ready to pivot on a moment’s notice, as needed
- Hundreds of volunteers have stepped forward to staff wellness check stations
- More than 10,000 one-ounce bottles of hand sanitizer have been filled and distributed
- Virex and Oxifer disinfectants, barriers, floor markers and paper towels are deployed everywhere
Ongoing Contributions (continued)

• Extra supplies are continuously ordered, despite supply chain challenges
• IT continues to find new tools and strategies to tackle priority needs
• New technologies are being assessed as soon as they become available
• Employees, students and friends made thousands of face shields
• Volunteers lined up to help with residence hall packing and moving

Rapid IT Response Supports Learning

• Provided more than 350 loaner laptops
• 185 voice amplifiers distributed to faculty for classroom use
• 215 web cameras installed in classrooms to support enhanced online learning
• 25 academic technology webinars offered to faculty
• Developed and launched a quarantine management system in partnership with Safety, Health Services, Facilities
• Remote access for students to 600 lab computers not in use due to physical distancing
• Developed eight informational videos with more than 16,500 views
• More than 40,000 Zoom Meetings and 45,000 Microsoft Teams meetings held university-wide
  1,564 students took part in virtual Tutor.com sessions since start of fall term
Keys to Success

- Swift evasive maneuvers / real-time course corrections
- Teamwork – Eagle spirit & values
- Personal responsibility
- Putting safety first
SAFETY FIRST
We are all in this together.

Education is our mission. We will continue providing students with the education they expect and deserve, to prepare them for meaningful, rewarding careers.

WHY?
We are Embry-Riddle. Our strong safety culture is our foundation and our guide. This is who we are and what we do:

• Lean in and lead through tough challenges
• Educate innovators capable of solving complex problems

Embry-Riddle’s Path Forward leverages Eagle values and our can-do spirit. We continue to learn and course-correct, as needed.

It’s up to all of us.
THANK YOU

Front-line Pandemic Fighters,
Faculty, Staff and Students!
REFERENCES

CDC Coronavirus (COVID-19)
A Plan for a Phased Reopening Guided by Public Health Principles – A report from the Johns Hopkins Center for Health Security
CDC Guidance: Colleges and Universities
OSHA – Guidance on Preparing Workplaces for COVID-19
NYC Health: COVID-19: Guidance for Congregate Settings
CDC Cloth Face Coverings
Florida.gov Health – COVID-19 Response Governor Ron DeSantis
AZ.Gov Coronavirus Update Governor Doug Ducey
Embry-Riddle's Best Practices Guide
QUESTIONS?

Please submit feedback to the Suggestion Box for consideration.