Path Forward
(A Path Forward from Today to the Fall Semester)
STATEMENT FROM THE PRESIDENT

We rose to an extraordinary challenge. We quickly moved courses online to continue educating our students.

- Our Safety Culture guides us
- We are problem solvers
- We lean into challenges
- We find solutions
- Collaboration across the University was our top priority as we developed this plan
  - Board of Trustees
  - Leadership
  - Health Services
  - Campus Safety
  - Deans of Students
  - Flight Operations
  - Faculty
  - Students
- We have developed our path forward – an approach to our Fall opening.
- **We are in this together.**
SAFETY CULTURE APPROACH

Safety Culture
• The top priority
• Non-punitive & proactive
• All ERAU community engaged & accountable

Physical Distancing
• Lower density seating
• Restructuring operational hours
• Adjust capacity limits

Engineering Solutions
• Create barriers between people
• Design pathways

Administrative Solutions
• Conduct screenings
• Allow work from home/flex schedules
• Increased cleaning protocols
• Randomized risk-based testing

Personal Solutions
• Risk mitigation
• Personal protection equipment – wear non-medical cloth masks
• Be responsible
• Randomized risk-based testing
Safety Culture

• Know your own risk
  ▪ Underlying conditions
• Know how your behavior puts others at risk
  ▪ You don’t know someone else’s underlying conditions
• Know how to protect yourself and others
• Commit to personal responsibility
• Remind others of our safety culture
  ▪ Hold each other accountable
• Education

SAFETY CULTURE APPROACH

- Underlying conditions: You don’t know someone else’s underlying conditions
- Hold each other accountable

Safety Culture Approach

- Underlying conditions
- Hold each other accountable
Physical Distancing
• Lower-density in classrooms
• Adjust capacity limits for events
• Extend hours classes are offered
• Optimize class schedules to lower density and ease capacity
  ▪ Libraries
  ▪ Unions
  ▪ Outdoor spaces

SAFETY CULTURE APPROACH
SAFETY CULTURE APPROACH

Engineering Solutions

- Install physical divides - clear plastic shields and distance barriers
- Design pathways and stairways to reduce foot traffic
  - One way in, one way out
- Control access / egress to facilities
- Lock facilities so access can only be gained through Eagle Card
  - Temporarily restrict visitors to campus
- No-contact transactions
  - Cashless wherever possible
SAFETY CULTURE APPROACH

Administrative Solutions

- Randomized risk-based testing
- Optimize the class schedule for low-density classrooms
- Set per person capacities limits for all spaces
- Conduct wellness checks & screenings REQUIRED
- Allow work from home/flex schedules
- Increase cleaning protocols
- Clear communications – including educational signage
- Replace face-to-face meetings with virtual meetings
- Restrict non-essential travel to locations with ongoing COVID-19 outbreaks
- Active monitoring of the situation
- Contact tracing (in cooperation with local officials)
Personal Solutions (Risk Mitigation)

- Use Personal Protection Equipment – includes wearing non-medical cloth masks on and off campus (public areas).
- Practice good hygiene (i.e. washing hands and using university-provided Virex in restrooms)
- Own your behavior
- Stay home if you are sick
  - Non-punitive policies for students, faculty, and staff
- 24-hr Health Services – Teledoc – Use it
- Remind others to follow safety rules
  - Hold each other accountable
- Education
RISK ASSESSMENT

Using Johns Hopkins’ model – assess contact intensity and number of contacts to develop mitigation strategy

<table>
<thead>
<tr>
<th>Service/function</th>
<th>Contact Intensity</th>
<th>Volume of Interactions</th>
<th>Modifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residence Halls</td>
<td>High</td>
<td>Medium</td>
<td>Personal Solutions, Physical Distancing, Administrative Solutions</td>
</tr>
<tr>
<td>Student Union</td>
<td>Medium</td>
<td>High</td>
<td>Personal Solutions, Physical Distancing, Administrative Solutions, Engineering Solutions</td>
</tr>
<tr>
<td>Dining areas</td>
<td>Medium</td>
<td>Medium/High</td>
<td>Personal Solutions, Physical Distancing, Administrative Solutions, Engineering Solutions</td>
</tr>
<tr>
<td>Outdoor congregated seating</td>
<td>Medium</td>
<td>Medium</td>
<td>Personal Solutions, Physical Distancing</td>
</tr>
<tr>
<td>Library</td>
<td>Low/Medium</td>
<td>Medium/High</td>
<td>Personal Solutions, Physical Distancing, Administrative Solutions, Engineering Solutions</td>
</tr>
<tr>
<td>Classrooms</td>
<td>Low</td>
<td>Medium</td>
<td>Personal Solutions, Physical Distancing, Administrative Solutions</td>
</tr>
</tbody>
</table>
EXAMPLES OF MODIFICATIONS

• **Dining Areas**
  • Require PPE  
    *Personal Solutions*
  • Create separate in and out pathways  
    *Engineering Solutions*
  • Space seating  
    *Physical Distancing*
  • Expanded cleaning of surfaces  
    *Administrative Solutions*
  • To-go only for a limited time  
    *Administrative Solutions*
  • No-contact transactions  
    *Administrative Solutions*
  • Limit number of people  
    *Physical Distancing*

• **Classrooms**
  • Require PPE  
    *Personal Solutions*
  • Enhanced cleaning  
    *Administrative Solutions*
  • Controlled access  
    *Engineering Solutions*
    - One way in, one way out
  • Restructure class meeting times  
    *Administrative Solutions*
  • Leverage technology  
    *Administrative Solutions*
WHAT WE DO & DON’T KNOW

What We Know

• 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
• We can prepare

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, and federal government will change restrictions
• If there will be a vaccine
• What type of immunity anyone has
WHAT WE CAN & CAN’T DO

What We Can Do

• Leverage our safety culture
• Plan to mitigate the risk
• Conduct wellness checks
• Perform contact tracing
• 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
• Control personal responsibility
• Let our guard down
• Change how contagious it is
• Stop practicing proper hygiene – washing our hands
EVOLVED OPERATIONS STRATEGY

Flight Training
(Early May Soft Opening)

- Pre-screened for travel w/14 – day Isolation required for students from hotspots
- Required to wear face covering
- Daily temperature checks
- Protective barriers (Plexiglass) installed at student service points
- Frequently touched surfaces sanitized
- Minimal contact/no-contact student transactions

June – Low-Density
On-Campus Housing

- Symptomatic isolation plan and suite available (standalone HVAC system)
- 1 person per suite/per bathroom
- Modified access/egress (Eliminate choke points)
- Take out style food service, reduced indoor dining seating (25% capacity), & outdoor seating (tables 6-ft. apart from each other)
- ID and physical distancing badges required
- 24-hour health services on call (finalizing)
- Individual exercise (no team sports)

July – Low-Density
On-Campus Learning

- Limiting class sizes to allow for appropriate physical distancing based on room size
- Face coverings required by faculty and staff
- Modified access and egress
- Class schedules optimize to minimize congregation
- No-contact services
PROCEEDING WITH THE PATH FORWARD

We are Embry-Riddle, together using our safety culture as our guide – we will evolve our operations to continue to provide our students with the education they expect and deserve, as we go toward the summer and fall semesters.

WHY?

Our foundation is a strong safety culture, and this is who we are and what we do:
  • Lean in and lead through tough challenges
  • We educate people on solving complex problems

We developed a path forward, an approach that allows us to learn and course correct as needed.

SAFETY FIRST

We are all in this together.
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
QUESTIONS?