**Return to Campus Task Force**

Wednesday, July 22, 11:00-11:50 a.m.

Meeting Notes

1. **Pilot idea**
   * Tara and David were contacted by Mark and Nora on behalf of a request from some full-time faculty that we try piloting not requiring masks in the summer
   * Tara and David took that notion to the InSS deans to get their take and then felt like they wanted to bring it to the task force to have a conversation
   * The pilot would possibly be before anything happens with the outstanding recommendation
   * There wasn’t a fixed proposal – just wanted to raise it as a possibility
   * This will also be taken to Executive Team on Monday
   * David said that he and Tara want the task force to spend a few minutes discussing
   * Bob asked what data/information would be gathered during the pilot experiment
     + Faculty are having difficulties enforcing the mask requirement – thought that this would help to be a transition to fall – learn how classroom management might work in an un-masked environment, but don’t know that that was the driving question that Mark and Nora had
     + It’s been hot and the masks have been contributing to the level of uncomfortableness – Bob said that the uncomfortableness applies to Campus Services as well
   * Tom said that he disagrees with the proposal due to the increase of infections – also concerned that if we do end up with a student or faculty member who has COVID, we will need to have them quarantine and shut down the class, causing a major disruption – summer term is more than half over, why not wait until the campus-wide decision in August? – doesn’t feel right to do it during a time when infection rates are going up
   * Sue said that it is already confusing and hard to enforce – once you have a small subset that isn’t wearing the masks, it is even more difficult to enforce for those that aren’t part of the pilot – InSS deans felt like it should be an all or nothing thing, not a pilot
   * David said that they were approached about the proposal from full-time faculty, but will not exclude Campus Services and other staff who are on campus
   * David said that there is a population of unvaccinated individuals in the state who are not vaccinated because they are under the age of vaccination or because of immune system status – even when vaccinated, you can still transmit the vaccine to others – you will likely not get as sick as someone unvaccinated, but there is still a risk that you could pass on the virus – whatever we do will be a risk and it’s a risk no matter what
   * Bob said that it is counterintuitive to him and some of his employees that CCC requires masks when stores, churches, etc. do not
   * Sue said she wished that we would have had this conversation earlier so that we were ready when the state lifted their mandate
   * David said that he’s heard quite a bit of positive support for the idea that we are taking things slowly – there also isn’t a consensus among other community colleges in the state – there isn’t a guide for us
   * David said that we are planning to be prepared as soon as the decision is made regarding the recommendation (identifying places where we need to change the language, for example)
   * Tara said that Tim shared that Dr. Sidelinger, state epidemiologist, shared with Oregon college presidents that we need to start living with this virus
   * Sue said that she’s hung up on calling it a pilot – it doesn’t feel like a pilot, as we’re not testing it
   * Melissa asked if this would only be for these classes or would it be extended to Campus Services – Tara said that they were approached by the FTF, but that it also extends to Bob’s concerns – feels like we’re trying to get ahead of a college-wide decision by a couple of weeks, but to Sue’s point, it feels like it will have to be an all or nothing type of decision
   * David said that instead of pilot, refer to it as an exception – Vicki suggested that there needs to be parameters around what the exception is
   * David said that we have a process in place that has been shared with the college community – so if we bypass that process before feedback is digested, it feels like we as leadership will have not learned a lesson
   * Do we, as soon as possible, recommend to Executive Team an end to the mask mandate for some select group of classes (and group of employees), as opposed to waiting until August 2 (at the earliest) when the Executive Team has reviewed the survey results and made their decision:
     + Thumbs up – 2
     + Thumbs sideways – 0
     + Thumbs down – 7
     + Consensus not reached, no recommendation from the committee
   * There are a number of logistics that we would need to work out – identifying who gets the exception, communicating the decision
   * Sue asked if we move forward with the exception and Executive Team decides to keep the mask mandate in place on August 2, we would then need to remove the exception?
   * David said that he and Tara could report back by Monday, depending on what Executive Team discusses/decides – what are the parameters, what is the justification – timeline is by August 2, we should have a decision that would cover everybody
   * Tara said that if we do approve some sort of exceptions list, we would communicate that list and those that aren’t part of the exceptions list will wonder why they aren’t included
   * David and Tara will tell Executive Team on Monday that the task force members were divided, no consensus reached, no recommendation
2. **Transition to winter ad hoc group**
   * Melissa and Vicki (the employee subgroup) have been discussing how to establish timelines for returning in winter – that can live within the employee subgroup, but can’t just be Melissa and Vicki
   * This work could include an employee survey, developing a timeline, identifying what we need to know for employees and incorporating lessons learned
   * Not all of our employees can just show up on January 3 and be ready to go – need to have a phased approach
   * Trying to be specific around the information that we need and make sure that information is actionable – looking to tease out the strategies that will make people feel more comfortable returning to campus
   * Forming an ad hoc group, which will need to get started right away
   * Tara suggested Jennifer Anderson and Dustin Bare
   * David suggested having classified voices – Tara could help generate some ideas
   * Sue suggested including people who have been reluctant to return to campus, to get their perspectives
   * Bob volunteered and said he would include someone from his staff
   * Please send your suggestions to Melissa and Vicki ASAP
3. **Travel policy conversation/recommendation**
   * Melissa said that we have not had folks doing a lot of professional development over the past 15 months
   * Instituted a travel ban – there were a few exceptions for accreditation for their programs
   * As the state has been opening up, we will be receiving professional development requests
   * Melissa said that our fall recommendation has to include something around travel for processional development
   * Would like to get ahead of those requests coming in
   * Full-time faculty in particular have brought forward that there is money that hasn’t been spent – also impacts on sabbaticals
   * Many employees have credits that the college has already paid for that have to be used soon
   * If there is a professional development opportunity that is only be offered in person that your supervisor wants you to attend, how do we navigate that – there are some trainings that don’t have a virtual option
   * Sue brought up international professional development – something to begin considering
   * Melissa said that this is a conversation before making a formal recommendation
   * David asked if we care about where people are going, even domestically – if it is a destination with very high infection rates, how comfortable are we as a college sending someone there – Tara pointed out that you could make arrangements now and months later, that destination could become a hot spot – so we might need to reevaluate some of those travel destinations – Vicki asked who would monitor that and make those decisions
   * Does the person traveling for professional development come back to campus after their travel or do they quarantine, do they not wear a mask (once the mask mandate is lifted), return to the classroom, etc.? – people travel for personal reasons, and we don’t know/monitor that
   * Is there any consequence to the college losing money if travel is canceled due to concerns
   * If anyone wants to weigh in additionally and get back to Vicki and Melissa regarding travel policy, please do – particularly what other things are missing
4. **Subgroup updates**
   * Ran out of time for this agenda item

The next meeting is scheduled for **Wednesday, August 4, 4:00-4:50 p.m.**