



MIDLAND UNIVERSITY

Return to Campus Plan

FALL 2020

Dear Midland Community,

On March 9, 2020, Midland pivoted to remote instruction and learning due to COVID-19. We were among the first universities in the nation to do so. As a result of the global pandemic, all university activities were canceled, the majority of students returned home to continue their classes online, faculty and staff began working remotely, and our Fremont and Omaha locations closed.

On May 1, 2020, we announced our intent to reopen and return to in-person classes for the Fall 2020 semester. Since then, teams from across the university have been thoughtfully considering various scenarios that would allow for a safe return. The following guiding principles underscored this work.

- ***Ensure the health and safety of our Midland community.***
- ***Emphasize protection not just for ourselves but for each other and the larger community.***
- ***Enable students to progress toward their goals and degree while participating in co-curricular experiences to the extent possible.***
- ***Ensure the long-term sustainability of the institution and its mission.***

With regard to safeguarding the health and safety of our Midland community, we have been partnering with experts including Methodist Health System, Three Rivers Public Health Department, and others. We are also leveraging resources that are available to us through institutions such as CDC, UNMC, ACHA, etc. For a full list see 'References and Resources' at the end of this document. As additional health updates become available, we will review and apply them as appropriate for our community.

The Senior Leadership Team (SLT) met on June 1, 2020 to review initial plans from each department. A draft plan was then shared with faculty and staff for their feedback. From there we determined a set of actions to take, and incorporated them here. As we go forward, it is highly likely that conditions will change, and that circumstances beyond our control will result in modifications to our plan and/or deviations from it. We will continue to work closely with local and state officials and monitor current events to make modifications to this plan as appropriate.

CDC provides considerations vs. regulations noting, "Institutions of Higher Education (IHE) officials can determine, in collaboration with state and local health officials, whether and how to implement these considerations while adjusting to meet the unique needs and circumstances of the IHE and local community. Implementation should be guided by what is feasible, practical, acceptable, and tailored to the needs of each community."

Reopening our campuses is a complex decision. We want to provide our students with a robust Midland experience while at the same time, limit their exposure to the virus. While it is unreasonable to assume that we can eliminate the risk of student, faculty, or staff exposure to COVID-19, we are confident that our plan is comprehensive and informed by the best public health information and guidance currently available.



Jody Horner, President

MIDLAND UNIVERSITY FALL 2020 RETURN TO CAMPUS PLAN

Academic Calendar (Fremont campus unless otherwise noted)

- Fall semester start date will remain unchanged with classes starting Thursday, August 27, 2020
- Labor Day, Monday, September 7, 2020, will be observed as a regular holiday – no classes
- Fall Break scheduled for October 22-23, 2020, will be canceled and classes will be in session
- Last day of classes will be Tuesday, November 24, 2020
- Monday, November 30, 2020 will be a study day for students
- Finals will be held online December 1-4, 2020
- January inter-term classes will be taught in-person although this could change, if needed
- Schedules for graduate and professional studies classes at the Omaha location remain unchanged

Arrival on Campus

- Students will arrive on campus in phases beginning August 14, 2020
- Students will be notified of their specific return to campus/move-in date
- Students will be required to complete and submit a health assessment and travel notification form prior to arriving on campus
- Anyone who is arriving from outside the United States will be asked to self-quarantine for 14 days and therefore will need to arrive 14 days before they are required to be on campus
- Students who have been in close contact with someone recently diagnosed with COVID-19 may be asked to self-quarantine
- Physical distancing and face coverings will be required during move-in. A maximum of three (3) family members may enter residence halls with students during move-in.

Daily Health Self-Assessment

- All students and employees will be required to perform a daily health self-assessment
- A Midland provided app will be available to assist with daily health self-assessments. Training will be provided on how to use the app.
- Students and employees must be cleared via the app in order to attend class, be at work, attend practice, move freely about campus, etc.
- Participating in the daily health self-assessment, and staying home or in your room if needed, will be key to reducing exposure to COVID-19 within the Midland community

Personal Protective Equipment (PPE)

- Face coverings will be required in all campus buildings and when physical distancing is not possible. Face coverings are not required in individual offices and residents' rooms.

- Midland will provide students and employees with a washable face covering; however, everyone is encouraged to have additional reusable face coverings for use if theirs get lost or damaged.
- Students and faculty will be required to wear face coverings in classrooms. Some classes may require face shields (e.g., labs, theater, clinicals). Midland will provide face shields for students and employees. They may be worn as an alternative to face masks or in addition to.
- Students will be required to wear face coverings in the dining hall. Once seated they may remove it to eat.

Physical Distancing

- Midland will follow state and local guidelines on distancing and group size
- Students and employees should avoid congestion and congregating in large groups
- Electronic/virtual meetings are preferable, even when working on campus
- If an in-person meeting is needed, appropriate physical distancing should occur. Participants should wear a face covering and the largest available meeting location should be used.

Cleaning + Sanitizing

- Midland contracts with ATS: An Agtac Company for campus cleaning and sanitizing <https://agtac.com/>. ATS uses only products that meet Environmental Protection Agency (EPA) disinfection criteria.
- ATS will use foggers to aid with disinfecting
- Hand sanitizing stations will be installed in all campus buildings
- ATS will do additional cleaning in high touch areas (e.g., door knobs, handrails, etc.)
- Employees will be asked to keep their workspaces sanitized
- Additional cleaning will take place in the weight/training room and all residence hall bathrooms
- Disinfecting wipes will be available in all classrooms. Students and faculty are strongly encouraged to wipe the surface areas of their desks, chairs, podiums, etc. before class begins.

Training + Health Promotion

- Students and employees will receive training on how to minimize spread of the virus
- A comprehensive health promotion and communication effort is being designed and includes signage, social media posts, campus notifications, push messages to iPads, a Midland app, etc. This effort is designed to encourage healthy behaviors that support proactive prevention and transmission of the virus.
- Students and employees will be expected to sign a behavioral pledge that reflects their commitment to the safety and wellbeing of our Midland community. Even though some on our campus may not be at high risk, others are so we are asking everyone to take appropriate prevention measures.
- Students and employees are strongly encouraged to receive a flu vaccination in the fall. Opportunities to do so will be made available on campus.
- Students and employees are encouraged to keep personal items (e.g., cell phones, iPads, and other electronics), and personal work and living spaces clean and disinfected

Testing + Contact Tracing

- Testing will be facilitated for students and employee who present symptoms of COVID-19
- Midland may implement targeted testing of populations if/when hot spots or surges of infections occur
- A contact tracing system will be developed and implemented to help mitigate potential spread
- Students and employees are expected to participate in testing and contact tracing as needed

Classrooms + Meeting Spaces

- Classrooms and meeting spaces will be configured to allow for six (6) feet of distancing whenever possible
- Face coverings must be worn in all classrooms
- Maximum occupancy signs will be posted to the extent possible
- Additional technology will be installed in some classrooms to help facilitate instruction

Residence Halls

- All residence halls will be cleaned and prepared for student move-in
- All students living in the residence halls will be given a Warrior Wellness bag upon move-in that includes a Midland face mask, a face shield, and hand sanitizer
- Training on public health measures and signs/symptoms of COVID-19 will be provided to all live-in employees (e.g., Resident Life Coordinators, Residence Advisors, etc.)
- Students living on campus will receive specific instructions on cleaning, PPE, and other supplies to bring with them to campus
- To the extent possible, roommates will be selected based on their involvement in the same activities (e.g., participate on the same athletic team, enrolled in the same classes, clinical rotation schedule, etc.)
- Public spaces in the residence halls will be cleaned daily
- Face coverings are required in all areas outside of a resident's room
- Students presenting symptoms of COVID-19 and awaiting test results will be required to self-quarantine until results are known. Quarantined students living on Midland's campus will receive regular monitoring, meal deliveries, and appropriate supplies.
- Students who test positive for COVID-19 will be moved to dedicated isolation spaces. They will receive regular monitoring, meal deliveries, and appropriate supplies.

Dining Services

- Self-serve/buffet lines will be discontinued and we will move to a served-only environment
- Mealtimes will be scheduled into dining shifts
- Available seating will be restricted in order to reduce capacity to state and local health official guidelines. PDRs will be used for additional seating.
- More to-go and grab-and-go options will be available

- Another Fresh Ideas meal vending machine, similar to what is currently in the library, is being considered
- Curbside pickup or something similar will be available
- All diners will be encouraged to wash their hands prior to entry and/or use hand sanitizer stationed at dining hall entrances and exits
- No external customers will be allowed to eat in the dining hall
- Employees are discouraged from eating in the dining hall

Online Classes

- Our goal is to hold classes in-person, however there may be instances where classes are taught online or in hybrid form
- Over the summer, faculty will receive professional development on best practices in online teaching
- Students will also receive tips and training on how to make the most of online classes

Technology

- Zoom will be the preferred technology for any online classes
- Google Hangouts/Meet is the preferred option for meetings or other business use
- All undergraduate students in Fremont will utilize their Midland-issued iPad

Facilities + Traffic Flow

- Partitions and other protective materials will be installed where close interaction is required
- Entry into buildings will be by proxy and/or scanned QR code. This will help with contact tracing.
- Facilities personnel met with every department to conduct a walk through to determine the need for adaptations. Examples include: removing seating, spacing of desks, installing partitions, floor markings, closing gathering spaces, relocating or rotating office space, single use spaces, locking doors, etc.
- Where possible, hallway doors will be open to maximize traffic flow and minimize the touching of handles
- Traffic flow in hallways and stairwells will be coordinated where possible to minimize congestion
- Elevators will be marked for maximum occupancy. Only those who need to should use the elevators.

Meetings + Events

- Limit in-person events, gatherings, meetings, etc. in favor of virtual events
- Replace in-person meetings with video- or tele-conference calls whenever possible
- Midland will follow state and local guidelines regarding acceptable group size for in-person meetings
- Limit use of Midland campus facilities by external groups and organizations

- Any external groups will be expected to follow the physical distancing requirement of six (6) feet between people and Midland guidelines for face coverings and handwashing/use of sanitizer

Illness, Quarantine, and Isolation Protocols for Students

- It is critical that students who are sick and/or presenting COVID-19 symptoms stay in their living quarters
- Students must report to the university if they have COVID-19 symptoms or a positive COVID-19 test result
- Midland will perform contact tracing to inform others of any potential exposure. Every effort will be taken to maintain confidentiality however we cannot guarantee anonymity.
- Students will need to self-quarantine if they have been in close contact with a person who has COVID-19
- Students living on campus who test positive for COVID-19 will need to self-isolate and will be moved to a room identified for isolation purposes. They will not be allowed to attend in-person classes and activities.
- Students who test positive for COVID-19 and live off-campus will need to self-isolate. They will not be allowed to attend in-person classes and activities.
- Midland will follow CDC and Nebraska Department of Health and Human Services (DHHS) guidance regarding quarantine and isolation protocols
- Details on where to report symptoms and/or a positive test result will be communicated to students. Midland Student Health will also communicate their protocols for seeing/serving students.
- Testing will be available at Methodist Fremont Health, which is located 1 mile from the Fremont campus
- The local health department will be notified of any positive COVID-19 cases at Midland locations

Illness, Quarantine, and Isolation Protocols for Employees

- It is critical that employees who are sick and/or presenting COVID-19 symptoms stay home
- Employees must report if they will be missing work for a COVID-19 related reason. Specifics on where to report this information will be communicated.
- Midland will perform contact tracing to inform others of any potential exposure. Every effort will be taken to maintain confidentiality however we cannot guarantee anonymity.
- The local health department will be notified of any positive COVID-19 cases at Midland locations

Monitor Mental Health

- Students and employees should take steps to manage their mental health, especially if they are feeling anxious, afraid, lonely or uncertain
- Many people are experiencing increased stress as a result of the pandemic. Resources on how to cope can be found at <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>
- Counseling services are available to assist students. Contact Leaha Hammer, Director of Student Counseling, at hammer@midlandu.edu or (402) 941-6027 to set up an appointment.

- A comprehensive list of free and confidential mental health resources is available on the CDC website at <https://www.cdc.gov/mentalhealth/tools-resources/individuals/index.htm>

Athletics

- The National Association of Intercollegiate Athletics (NAIA) announced guidelines for return to play on June 4, 2020 and then recommendations for the Fall 2020 athletics season on July 1, 2020
- The guidelines include information regarding health and safety protocols, screening, testing, and parameters for returning to play. The recommendations were developed based on the information available at the time, while prioritizing the health and safety of student-athletes. The NAIA will continue to assess the protocols as best practices evolve and will share any necessary adjustments by early August. Details can be found at www.naia.org.
- The Great Plains Athletic Conference (GPAC) announced the following:
 - The conference will continue to form best practices to contain and mitigate the spread of COVID-19, while conducting competition during the 2020-2021 school year
 - Student-athletes may begin practice no earlier than August 15, 2020
 - Competition, both conference and non-conference, may begin no earlier than September 5, 2020 (volleyball, soccer, cross country, tennis, baseball, and softball). Football competition will start no earlier than September 12, 2020.
 - There will be a reduction in the maximum number of contests for the following sports:
 - Football: 9 games, down from 11
 - Cross Country: 7 meets, down from 8
 - Men's & Women's Soccer: 14 games, down from 18
 - Women's Volleyball: 22 dates, down from 28
 - Golf, Tennis, Baseball, and Softball will remain within already established NAIA parameters
 - Currently, the GPAC intends to host all fall conference championship events as currently scheduled. The same holds for the NAIA with regard to national championship events. All are subject to change pending the status of COVID-19.
- Midland will comply with all NAIA and/or GPAC guidelines for competition
- Protocols relative to spectators at athletic events are still under review
- Plans are underway to improve our livestream capabilities to enhance the experience for our fans
- Midland's athletic department will communicate with student-athletes separately on additional measures being taken to ensure their health and safety
- Information on winter and spring sports will be communicated once the NAIA/GPAC have outlined the guidelines for competition

Performing Arts

- Midland Performing Arts will continue to form and follow best practices informed by professional organizations in the arts to contain and mitigate the spread of COVID-19, while allowing the continuation of the expression and production of performing arts
- Music will be made available to students via iPads (paper-free)
- Face coverings and/or face shields will be required for choral and theater practices and performances
- Face coverings will be used when possible for instrumental music, and dance

- Additional sanitation will take place in high-touch areas such as instrumental music, dance, and theater
- Outdoor spaces may be used for practices when possible to enhance social distancing
- Tickets to performances will be limited to allow for proper distancing in Kimmel Theatre (family first)
- Additional live streaming of performances will be available online

Travel

- Study-Away trips for fall semester and inter-term have been cancelled
- Employee business travel will be limited and must be pre-approved
- Travel for athletics will be done under controlled, pre-approved conditions
- Students and employees are encouraged not to travel outside of the local area during the semester
- Students and employees returning to campus from areas with high COVID-19 transmission or who have been in contact with someone who has tested positive for COVID-19 may be asked to self-quarantine

Transportation

- Midland operates select buses and vans primarily for use by athletics. Vehicles will be cleaned and disinfected prior to each use. Hand sanitizer will be available in all vehicles.
- Passengers will be asked to occupy the same seat during round trips
- Face coverings will be required in all Midland vehicles except when traveling alone

Visitors to Campus

- Admissions will coordinate all prospective student campus visits. Visits will be by appointment only and each prospective student will be allowed a maximum of two (2) guests. Meals will not be included in visits.
- Large group prospective student visits will be discontinued. We will make use of our Virtual Visits instead.
- Non-essential visitors to campus will be discouraged. In instances where invited guests must be on campus, students and employees will be required to ensure that guests follow Midland's guidelines for physical distancing, face coverings, and handwashing/use of hand sanitizer.
- Partners, vendors, and third parties that must come to campus to deliver supplies, perform services or meet with someone will be required to follow Midland's guidelines for physical distancing, face coverings, and handwashing/use of sanitizer

Off-Campus Activities

- Midland is not restricting attendance at off-campus activities however we encourage students and employees to avoid activities that will put them at greater risk of contracting and transmitting COVID-19

- When off-campus, students and employees should practice the same precautions they observe on campus
- It is preferable for students to stay on campus during the weekends
- Students will be allowed to complete off-campus internships and other field experiences

Communication

- This plan has been communicated to Midland students and emails via email and is posted on the Midland website at <https://www.midlandu.edu/coronavirus>
- Periodic Virtual Town Hall meetings for students, families, and employees will be held during July and August. Virtual Town Hall meeting details will be communicated via email and on Midland's website
- Midland will provide regular communications regarding COVID-19 throughout the fall semester
- Midland will follow local health departments communication guidelines when sharing information about positive COVID-19 cases on campus and/or in the community
- Midland uses an emergency messaging system called Send Word Now. New students will enroll by providing their cell phone number.
- Midland's Marketing & Communications and Human Resources departments will provide a variety of posters and other resources to educate our campus community on a variety of public hygiene topics

Additional Information

- More information can be found on Midland's main website at www.midlandu.edu
- For questions related to COVID-19 please email covid19taskforce@midlandu.edu

REFERENCES AND RESOURCES

- American Choral Directors Association (ACDA) – [Resources for Choral Professionals During the Pandemic](#)
- American College Health Association (ACHA) - [Considerations for Reopening Institutions of Higher Education in the COVID-19 Era](#)
- American Council on Education (ACE) – [Recovery 2020: Key Questions and Principles for Campus Leaders](#)
- American Federation of Musicians (AFM) – [Returning to Work Safely](#)
- CDC - [Interim Considerations for Institutions of Higher Education Administrators for SARS-CoV-2 Testing](#)
- Centers for Disease Control and Prevention (CDC) - [CDC Activities and Initiatives Supporting the COVID-19 Response and the President's Plan for Opening America Up Again](#)
- Centers for Disease Control and Prevention (CDC) – [Coronavirus Disease 2019 Considerations for Institutes of Higher Education](#)
- Dance USA - [Return to Dancing and Training Considerations Due to COVID-19](#)
- Douglas County Health Department – [COVID-19](#)
- EAB – [COVID-19 Student Success Response Audit](#)
- Environmental Protection Agency (EPA) - [Disinfectants for Use Against SARS-CoV-2 \(COVID-19\)](#)
- Event Safety Alliance – [The Event Safety Alliance Reopening Guide for Event Professionals During the COVID-19](#)
- Journal of the American Medical Association - [The Next COVID-19 Phase – An Interview with Dr. Michael Osterholm, Director of the Center for Infectious Disease Research and Policy, University of Minnesota](#)
- NAIA Athletic Trainers Association - [Return to Athletics Guidelines](#)
- NATA Intercollegiate Council for Sports Medicine – [Pre-Return and Return-to-Campus Preparation and Communication Plan](#)
- National Association for Music Education (NAfME) – [Fall 2020 Guidance for Music Education](#)
- National Athletic Trainers' Association (NATA) – [COVID-19 Resource Center](#)
- National Collegiate Athletic Association (NCAA) - [Institute of Sports Science, Core Principles of Resocialization of Collegiate Sport](#)
- National Federation of State High School Associations – [Guidance for Opening Up High School Athletics and Activities](#)
- National Public Radio (NPR) – [The Wild Card for An In-Person Fall: College Student Behavior](#)
- National Strength and Conditioning Association (NSCA) - [COVID-19 Return to Training, Guidance on Safe Return to Training for Athletes](#)
- Nebraska Department of Health and Human Services – [Coronavirus 2019 \(COVID-19\)](#)
- Nebraska State Bandmasters Association – [COVID-19 Resources](#)
- OpenSmartEDU – [COVID-19 Planning Guide and Self-Assessment for Higher Education](#)
- The Chronicle of Higher Education – [Does Anthony Fauci Think Colleges Should Reopen? We Asked Him.](#)
- The Commission on Independent Colleges & Universities in New York – [Creating Safe and Resilient Campuses: Suggestions for Reopening and Reimagining Colleges and Universities in New York](#)
- Three Rivers Public Health Department – [Coronavirus Updates](#)
- U.S. Council for Athletes' Health (USCAH) - [Return to Sport Considerations for College & University Intercollegiate Athletics](#)
- U.S. Council for Athletes' Health (USCAH) – [USCAH Checklist: Creating Your Roadmap for Return to Campus Category 2: Facility Preparation and Management—Medical Facilities and Campus Facilities](#)
- U.S. Council for Athletes' Health (USCAH) - [USCAH Checklist: Creating Your Roadmap for Return to Campus Category 3: Personnel Development and Training—Medical Personnel, Coaches and Staff](#)
- University of Nebraska Medical Center's (UNMC) Global Center for Health Security (GCHS) – [Higher Education COVID-19 Pandemic Mitigation & Response Guide](#)
- Various other webinars and articles related to COVID-19



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