FSS TOWN HALL

Working Together to Meet the Moment

Wednesday, June 17, 1:30 -2:30 p.m.
Microsoft Teams Live Event
Agenda

COVID-19 Updates

Budget Updates
Know Respect, Show Respect

Individual responsibility for safe practices will be key as we return to face-to-face instruction. This is a direct call to students, faculty, and staff to wear masks, to stay conscious of social distancing, and to wash their hands.

This is how we show one another respect.
Summer II & Fall 2020

Know Respect, Show Respect

- July 10 - Faculty Back to Classrooms
- Masks required if Physical Distancing is not Possible
- Maintain 6-foot Distance on campus
- Flexible Work arrangements
- Classes, buses, shared spaces at 50%
- Maroon and Gold Days for Student Seating
Evolving Situation

Our knowledge and understanding of COVID-19 continues to evolve and the epidemiological situation continues to change. As such, our policies and plans will be updated accordingly.
Four Principles for Supporting our return to Face-to-Face Instruction

Protect public health as much as possible while continuing the institution’s core mission of education and research.
I. The health and safety of all members of the community are paramount. Special care and attention must be given to the needs of higher-risk populations.

II. We embrace the notion that all major dimensions of our university can benefit from being reimagined to address the impact of the COVID-19 pandemic and beyond.

III. Our commitment to academic excellence must not waver under these challenging circumstances. This commitment crosses all instructional modalities – in-person, online, and hybrid.

IV. Equity and inclusion are critical components of our response. The economic, health, academic, and operational challenges are immense. It is incumbent upon us to engineer responses that serve and support the entire community.
Employee Guide to Success

Our plans to successfully mitigate the spread of COVID-19 require us to adhere to a key set of expectations that should guide the actions of all students, faculty, staff, and visitors to our campuses and facilities.
Mask Up
• Wear a cloth face covering indoors and outdoors whenever physical distancing of 6 feet not possible – IT’S REQUIRED.

Make Space
• Maintain physical distancing of at least 6 feet whenever possible.

Wash Up
• Practice proper hand hygiene.

Cover Up
• Cover your mouth and nose when you cough or sneeze.

Clean Up
• Keep workspaces clean so that custodial staff can focus on high-traffic areas.

Stay Home
• Stay home if you are sick.
Check Yourself

Request Modifications
If you are at higher risk for COVID-19 complications.

Be Flexible
Be ready to adjust plans based on course of the virus and health officials’ directives.

Be Kind
Support one another—there is significant anxiety in already stressful world.

Show Solidarity
• No one person can completely prevent or control transmission of COVID-19.

Show Respect
• To one another and to our community at large.
It’s a small ask,
Wear the Mask
Face Covering Do’s

• Launder mask regularly and rotate between at least two masks

• Have at least two layers of material and at least one layer of a tightly woven material:
  ✓ Nylon, Canvas, or Cotton (200+ thread count)
  ✓ Silk or synthetic silk (100% polyester, tight weave, not very stretchable)
  ✓ Chiffon (90% polyester, 10% spandex)
  ✓ Spandex (52% nylon, 39% polyester, 9% spandex)

• Cover the nose and mouth completely

• Fit snugly against the sides of the face and chin/no gaps

• Prevent Slipping with secured ties or elastic
Face Covering Don’ts

• Face coverings with limited filtration effectiveness:
  o Neck gaiters usually made of a single layer
  o Single-ply bandanas that do not provide a good face seal
  o Scarves tend to be made of porous material

• Face coverings with exhaust valves (they do not protect others from you as you exhale.)
University COVID-19 Cleaning Protocols
Cleaning & Disinfecting

• Specific measures to protect custodial team

• Strict sanitization regimen daily in classrooms, offices, restrooms, and other frequently used buildings and areas on campuses

• Disinfecting educational spaces nightly with an electrostatically applied sanitizer

• Faculty issued disposable masks and staff issued reusable face coverings

• Students issued personal hand sanitizers refillable at stations throughout campus—manufactured by College of Science and Engineering

• Hand sanitizer stations at entrance of most buildings and high-traffic areas
Path to Open
By Texas State Dining
Dining Modifications

Enhancements
• Catering
  • Covered
  • Crafted Casual
• Resident Dining
  • Mobile Ordering & Delivery
  • Dining Hall Pick-up Menu
• Retail
  • Market Solutions
  • Mobile Ordering & Delivery
  • Increase Meal Swipe Frequency & Value

Safety Measures
• Associate
• Dining Area & Point-of-Sale
• Food Supply
Bobcat Shuttle

- Cloth Face Coverings are required
- Reduced Seating by 50% to provide social distancing
- Rear Boarding
- Taking a Seat & Not Holding Poles or Handles
- Ridership Comparison—March, April & May:
  2019: 793,817
  2020: 163,045
HVAC COVID-19 Guidelines

• Based on recommendations from ASHRAE, CDC and the University Health, Wellness, and Safety Work Group

• Maintenance technicians performed routine heightened preventive maintenance on HVAC systems across the campuses

• Maximize the amount of fresh air (outside air) constantly introduced into our buildings

• Decrease temperature while maintaining humidity control

• Space Pressurization

• Increasing airflow/air changes per hour
Print & Mail Services

Print
- Online Orders are Encouraged
- All Services Available—CopyCats, Printing, Design plus Finishing and Mailing Services

Mail
- Adjusted Schedule
- Department Pick Up or Drop Off on Old RR12 8:30 a.m.-4:00 p.m.
- JCK Mailbox Delivery at 11:30 a.m. Daily
- JCK Mail Services Window open 1:30-2:45 p.m. daily beginning July 6
- Daily Pick up from the USPS at 9:00 a.m.
UPD

• Transition to taking reports online for non-emergency calls.

• Balancing respect of community’s rights and freedoms with responsibility to protect safety.
Sewell Park
- Closed Indefinitely
- Rental Center and Dock are Open
Keep Wellness in Mind

Taking care of yourself is important, now more than ever. Access the multiple resources available to you as an employee to help you stay well and cope with the additional stress the pandemic may have brought on.
• **Bobcat Balance**—free and **confidential** employee assistance program for you and members of your household.

• **HealthSelect**, including **Virtual Visits**—mental health and well-being benefits.

• **WellCats**—Texas State Employee Wellness Program.

• **Learning path on Supporting Your Well-Being during Times of Change and Uncertainty**, available FREE via **LinkedIn Learning**—well-being related topics at your own pace.

• **Bobcat Balance perspectives**—pandemic-specific supervisor topics.

• **Workplace Modifications** may be requested for those at higher-risk of serious complications due to COVID-19.
Remote & Telecommuting Work

• Remote Work—Short-term
• Telecommuting—Long-term
• Total Employees Working From Home: 1200+
  Students: 223
  Faculty: 49
  Staff: 950
• Application on SAP
COVID-19 Workplace Employee Modifications

• Employee Requests on a case-by-case basis

• Higher Risk Categories:
  • People 65 Years and Older
  • People of all ages with ongoing underlying medical conditions, particularly if not well controlled

• Find out more at COVID-19 Workplace Modification Request
Families First Coronavirus Response Act (FFCRA)

• Emergency Paid Sick Leave
• Expanded Family and Medical Leave
• Effective April 1 through December 31, 2020
• FFCRA Leave Request Forms Available in SAP
• Contact: Office of Human Resources at hr@txstate.edu 245-2557
• Find out more on FFCRA COVID-19 Workplace Updates
CARES Act – Bobcat CARES

• Amount awarded - $15.8 million
• Number awarded – 17,672 students
• Emergency Financial Aid Grants
Prorated Fee Reimbursements & Credits to Students

- Parking
  Amount: $233,894
  Count: 4,002

- Residence Hall
  Amount: $8,217,484
  Count: 5,811

- Dining Services
  Amount: $15,022
  Count: 27
Budget Challenges Heading into Fall 2020

• The University has been asked to return 5% of our state appropriations that we received in the current fiscal year (9/1/2019-8/31/2020) and our budget next year is reduced by the same amount = $4.8 million

• We have been told to expect additional state cuts in the 2022-2023 biennium.

• We are planning for an 8% enrollment decline due to COVID-19 in the fall which equates to an $18.4 million revenue loss.

• For most units at the university, these cuts resulted in the need to reduce their individual budget by approximately 9.5%.
Budget Challenges Heading into Fall 2020

• Highest priority in dealing with these cuts is to preserve people’s jobs while insuring we can perform our mission.

• Every budget at the university is being scrutinized and cut, from the President’s office down.

• An estimated 166 course sections of per-course lecturer positions are on hold as we closely watch enrollment numbers.

• Approximately 146 vacant positions are identified for elimination.

• Some filled positions are at risk. We are doing everything possible to make that numbers as small as possible.

• The budget is still under development and will be until July 10, so we can’t provide definitive answers today.
Voluntary Separation Incentive Program

- Full-time Employees
- Meet the equivalent of the Employees Retirement System of Texas Rule of 80 (meaning the employee’s age plus years of professional experience total at least 80) by the last day of service prior to separation
- Not previously retired, nor on an early retirement or phased retirement plan
- Not previously provided written notice of retirement or resignation prior to May 12, 2020
- Expired: June 8
- Applications: 91 Staff & 34 Faculty
Reporting COVID-19 Related Expenses

- National Emergency Declaration in March
- Tracking COVID-19 Costs to Establish Eligibility for federal, state, local & private funding.
- SAP Reporting Tool
- Account Managers Track Past Expenses
- Tracking is Required Until Further Notice
- New reports submitted by last working day of every month
Thank You for Your Commitment to TXST!