Spring, 2022
Faculty/Staff Town Hall Meeting

Anthony K. Wutoh, Ph.D., R.Ph., Provost
Ms. Mariah Cooley, President, COAS Student Council
Dr. Tashni-Ann Dubroy, EVP & COO
Ms. Monique McClung, President, HUSO
Dr. Hugh Mighty, Dean, COM, VP Clinical Affairs
Dr. Bernard Richardson, Dean, Rankin Chapel
Dr. Anthony Wilbon, Dean, School of Business

1/11/22
Guiding Tenets in Preparation for Spring 2022

• Howard University will make decisions guided primarily by considerations for the health and safety of our students, faculty, staff and the surrounding community.

• Decisions about health and safety made by the University in the context of COVID-19 will be evidence based, and data-driven where data is available.

• Howard University will continue to deliver an exceptional education and optimal services, within the unavoidable constraints of the COVID-19 response.

• Howard University will be transparent when communicating to our entire University body and our community.
Spring 2022 Mitigation Strategies

• In Fall, 2021, the University required COVID-19 vaccination for all faculty, students and staff who would be on campus.
• For Spring, 2022, the University added the requirement for COVID-19 vaccine boosters for all faculty, students and staff by January 31, 2022 (Or within 30 days of becoming eligible for the booster). We will continue to honor medical and religious exemptions.
• All faculty, students and staff who would be on campus must receive a negative COVID-19 test within 4 days of reporting to campus. (We will discuss exceptional circumstances).
• Mask usage will continue to be required indoors, and in groups settings outdoors.
• We will continue to require use of the BisonSafe daily screening app.
• We delayed the start of the semester by one week for undergraduate and graduate students to January 18, 2022.
• Spring break is currently still scheduled March 5-13, 2022. Commencement is currently still scheduled May 7, 2022. (Final Exam Week may be adjusted) – Subject to conditions.
• Face to face courses will begin on that date. Some online courses will be offered secondary to faculty accommodations or building limitations. We can not guarantee that every course a student may want will be offered online.
COVID-19 Testing Updates – Fall, 2021

Cumulative 8-17-20 to 1-07-22

<table>
<thead>
<tr>
<th></th>
<th>POSITIVE</th>
<th>NEGATIVE</th>
<th>TOTAL</th>
<th>POSITIVITY RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>FACULTY/STAFF</td>
<td>598</td>
<td>30240</td>
<td>30838</td>
<td>1.93%</td>
</tr>
<tr>
<td>STUDENT</td>
<td>799</td>
<td>64114</td>
<td>64913</td>
<td>1.23%</td>
</tr>
<tr>
<td>UNKNOWN STATUS</td>
<td>0</td>
<td>340</td>
<td>340</td>
<td>0.00%</td>
</tr>
<tr>
<td>Overall Total</td>
<td>1397</td>
<td>94694</td>
<td>96091</td>
<td>1.45%</td>
</tr>
</tbody>
</table>

01-01-22 to 01-07-22

<table>
<thead>
<tr>
<th></th>
<th>POSITIVE</th>
<th>NEGATIVE</th>
<th>TOTAL</th>
<th>POSITIVITY RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>FACULTY/STAFF</td>
<td>300</td>
<td>1044</td>
<td>1344</td>
<td>22.3%</td>
</tr>
<tr>
<td>STUDENT</td>
<td>205</td>
<td>1087</td>
<td>1292</td>
<td>15.9%</td>
</tr>
<tr>
<td>Overall Total</td>
<td>505</td>
<td>2131</td>
<td>2636</td>
<td>19.2%</td>
</tr>
</tbody>
</table>

[https://howard.edu/pandemic-response/testing-dashboard](https://howard.edu/pandemic-response/testing-dashboard)
What has changed with the omicron variant?

- **What is a variant?**
  - When a virus is circulating widely and causing numerous infections, the likelihood of the virus mutating (changing) increases. The more opportunities a virus has to spread, the more opportunities it has to undergo changes.

- New variants like omicron are a reminder that the COVID-19 pandemic is far from over. It is therefore essential that people get the vaccine when available to them and continue to follow existing advice on preventing the spread of the virus, including physical distancing, wearing masks, regular handwashing, etc.

- **What is known about the omicron variant?**
  - Omicron is more easily transmissible, and spreads twice to three times as fast as the Delta variant.
  - Data indicates, however, that the omicron variant causes less severe illness than previous variants, especially if someone is vaccinated (and boosted).
  - There will be breakthrough infections of COVID-19 with omicron, even with vaccines.
  - The point of the vaccines is to prevent severe illness, hospitalization or death from COVID-19.
  - Vaccines do not 100% prevent transmission of COVID-19.
What does the most recent data look like?

<table>
<thead>
<tr>
<th>City/State</th>
<th>Positivity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chicago</td>
<td>21%</td>
</tr>
<tr>
<td>Miami</td>
<td>33%</td>
</tr>
<tr>
<td>New York City</td>
<td>31%</td>
</tr>
<tr>
<td>Atlanta</td>
<td>37%</td>
</tr>
<tr>
<td>Houston</td>
<td>37%</td>
</tr>
<tr>
<td>Denver</td>
<td>26%</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>23%</td>
</tr>
<tr>
<td>Mississippi</td>
<td>35%</td>
</tr>
<tr>
<td>Washington DC</td>
<td>27%</td>
</tr>
<tr>
<td>Maryland</td>
<td>28%</td>
</tr>
<tr>
<td>Virginia</td>
<td>36%</td>
</tr>
<tr>
<td>Howard University*</td>
<td>19%</td>
</tr>
</tbody>
</table>

**Running seven day averages in most cases**

https://covid-harriscounty.hub.arcgis.com/
https://coronavirus.jhu.edu/region/us/mississippi
What has changed with the omicron variant?

• In the District of Columbia, even though cases have increased, hospitalizations have remained low.
• Omicron causes less severe illness than previous variants.
Why did we delay the start of the semester?

• During the Christmas and New Year’s holiday celebrations, we were aware that many students, faculty and staff would be gathering with family and friends to celebrate, many of whom would be unvaccinated. This would provide the circumstances for transmission of virus at homes and gatherings.

• Once someone is infected with the omicron virus, studies show that the greatest risk of transmission is 2-5 days following infection.

• Delaying the start of the semester until January 18th greatly reduces the likelihood that someone who was infected during the holiday season would still be able to transmit the virus once they returned to campus.

• Data from the CDC also suggest that the latest surge in cases would start to decline from mid to late January.

• While the vaccines greatly reduce the risk of severe illness and hospitalization, we would not have been able to quarantine/isolate 20% of students if they were to test positive for COVID. Therefore, delaying the start of the semester allowed additional opportunity for individuals to receive boosters and obtain COVID-19 test results prior to return to campus.

• Requiring a negative test is also helpful in mitigation.
### What are other Universities doing?

<table>
<thead>
<tr>
<th>Selected Institutions</th>
<th>Delay</th>
<th>Online to Start</th>
<th>Face to Face</th>
<th>Boosters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Howard University</td>
<td>Yes</td>
<td>No</td>
<td>1/18/2022</td>
<td>By January 31</td>
</tr>
<tr>
<td>American University</td>
<td>No</td>
<td>Until January 30th</td>
<td>1/31/2022</td>
<td>By February 10</td>
</tr>
<tr>
<td>Catholic University</td>
<td>No</td>
<td>Until January 18th</td>
<td>1/18/2022</td>
<td>Recommended</td>
</tr>
<tr>
<td>George Washington University</td>
<td>No</td>
<td>Until January 17th</td>
<td>1/18/2022</td>
<td>By January 10</td>
</tr>
<tr>
<td>Georgetown University</td>
<td>No</td>
<td>Until January 30th</td>
<td>1/31/2022</td>
<td>By January 21</td>
</tr>
<tr>
<td>Hampton University</td>
<td>No</td>
<td>Until January 23rd</td>
<td>1/24/2022</td>
<td>By January 14</td>
</tr>
<tr>
<td>Morehouse/Spelman</td>
<td>No</td>
<td>Until January 28th</td>
<td>1/31/2022</td>
<td>By February 6</td>
</tr>
<tr>
<td>University of Maryland</td>
<td>No</td>
<td>No</td>
<td>1/24/2022</td>
<td>By January 24</td>
</tr>
<tr>
<td>Selected Institutions</td>
<td>Delay</td>
<td>Online to Start</td>
<td>Face to Face</td>
<td>Booster</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-------</td>
<td>-----------------------</td>
<td>--------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>Georgetown University</td>
<td>No</td>
<td>Until January 30th</td>
<td></td>
<td>1/31/2022 By January 21</td>
</tr>
<tr>
<td>George Washington University</td>
<td>No</td>
<td>Until January 17th</td>
<td></td>
<td>1/18/2022 By January 10</td>
</tr>
<tr>
<td>Case Western Reserve Univ.</td>
<td>No</td>
<td>Until January 23rd</td>
<td></td>
<td>1/24/2022 By January 3</td>
</tr>
<tr>
<td>Emory University</td>
<td>No</td>
<td>Until January 30th</td>
<td></td>
<td>1/31/2022 By January 19</td>
</tr>
<tr>
<td>St. Louis University</td>
<td>No</td>
<td>N/A</td>
<td></td>
<td>1/18/2022 By January 31</td>
</tr>
<tr>
<td>Tufts University</td>
<td>No</td>
<td>N/A</td>
<td></td>
<td>1/19/2022 By February 15</td>
</tr>
<tr>
<td>Tulane University</td>
<td>Yes</td>
<td>No</td>
<td></td>
<td>1/25/2022 By January 25</td>
</tr>
<tr>
<td>University of Miami</td>
<td>No</td>
<td>Until January 30th</td>
<td></td>
<td>1/31/2022 Recommended</td>
</tr>
<tr>
<td>Vanderbilt University</td>
<td>Yes</td>
<td>No</td>
<td></td>
<td>1/17/2022 Recommended</td>
</tr>
<tr>
<td>Washington University in St. Louis</td>
<td>No</td>
<td>Until January 30th</td>
<td></td>
<td>1/31/2022 Recommended</td>
</tr>
</tbody>
</table>
What will happen if a student tests positive on campus?

- We will continue to require weekly testing of all individuals, regardless of vaccine status.
- We have developed a policy consistent with the CDC guidelines and Department of Health.
- The student will be contacted by the Public Health team.
- The Department of Health will be contacted to proceed with contact tracing.
- Weekly testing will continue.
- We have several hundred quarantine/isolation rooms.
- If there are a large number of cases, exceeding the number of isolation rooms, we will consider a variety of options; transition to virtual classes, quarantine modifications, the worst case scenario would include potential for closure of residential housing, and fully virtual operations.
Can the University guarantee that I will not get COVID?

- No, we can not.
- Neither can any University or employer in this country.
- The University will continue to implement the public health measures that we have outlined, and will make additional adjustments as guided by the CDC, Department of Health, and our public health experts to provide as safe an environment as possible.
- However, it is critical that everyone work collaboratively, and follow the public health guidelines, to make Howard University as safe an environment as we can.
- Student, Faculty and Staff individual behavior will determine how successfully we are able to complete the semester in a face-to-face residential environment.
- As we have seen, the variants have introduced new complexity in what we need to do to continue learning and teaching successfully.
Biden, in Shift, Prepares Americans to See Covid-19 as Part of Life

Before Omicron surge, president said in July the nation was ‘closer than ever to declaring our independence from a deadly virus’

WASHINGTON—As Covid-19 cases climb across the U.S., President Biden and his administration are preparing Americans to accept the virus as a part of daily life, in a break
I am worried about getting COVID, what can I do?

- We are committed to continuing as safe an environment as possible for face to face instruction. If a student has a compromised immune system, or is not vaccinated, it may be prudent to remain home, and enroll in available courses online.
- Depending upon the major, or required courses, we cannot guarantee that every course that a student may want will be provided online.
- For some programs or courses, the University will not be able to provide a full online schedule to students.
- COVID-19 is becoming endemic, meaning that it is becoming so rooted in the country (and the world), that we will not see a COVID-free environment anytime soon, particularly if vaccination rates do not increase to a higher level.
A Few Key Questions for Faculty

What should faculty members do to support students who need to miss class due to illness or quarantine requirements?

Faculty members have supported students by providing Zoom access to in-person classes; offering recordings of class sessions; or sharing PowerPoints, notes, and other in-class materials electronically. Faculty should also allow for extensions on assignments as needed and ensure that students’ participation grades are not negatively impacted. As a reminder, faculty should not ask students for medical documentation and should consider medical absences as excused. Concerns regarding abuse of this process should be communicated to the Dean. Students should be expected to make up all missed work.

Can a faculty member move an in-person class online due to a conference, sick family member, childcare issue?

It is not acceptable to change the established modality of the course for longer than one week of instruction without approval from the Chair/Dean. However, the ability to move a class meeting or two online due to an unavoidable conflict, childcare issue, etc. should be at the discretion of the faculty member. Faculty should have an established contingency plan regarding how a change to the course modality (for one or two class meetings) will be communicated to students and with as much lead time as possible.
Introducing our Panelists

Ms. Mariah Cooley, President, COAS Student Council
Dr. Tashni-Ann Dubroy, EVP & COO
Ms. Monique McClung, President, HUSO
Dr. Hugh Mighty, Dean, COM, VP Clinical Affairs
Dr. Bernard Richardson, Dean, Rankin Chapel
Dr. Anthony Wilbon, Dean, School of Business
Positive test for COVID
  ↓
Isolate 5 days
  ↓
  Asymptomatic?
    Yes?
      ↓
      PCR Test
      Yes?
        ↓
        Isolate 5 more days
      No?
        ↓
        Isolate 5 more days
    No?
      ↓
      Isolate 10 days
  No?
    ↓
    Isolate 5 more days
Return to duties if asymptomatic
  ↓
Yes?
  ↓
Isolate 5 more days
No?
  ↓
Return to duties

(*) If symptoms are still present at 15 to 20 days, consult care provider

HOWARD FORWARD 2019 - 2024