**Committee Name: APC**

**Meeting Date & Time: 1.08.2021**

**Meeting Location: Online**

**Attendance**:

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| **Members “P” denotes Present, “A” denotes Absent, “R” denotes Regrets** | | | |
| P | John R. Swinton (Chair) | P | Liz Speelman |
| P | Catrena Lisse (Vice Chair) | P | Mariana Stoyanova |
| P | Jolene Cole (Secretary) | P | Rob Sumowski |
| P | Julian Knox | P | Melanie DeVore |
| P | Christine Mutiti | P | Dana Gorzelany-Mostak |
| P | Gennady Rudkevich | P | Claire Sanders |
| P | James Schiffman | P | Meridith Styer |
| Guests | | | |
| P | Dr. Steve Dorman | P | Costas Spirou |
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|  | *Italicized text denotes information from a previous meeting.* |  |  |
|  | \*Denotes new discussion on old business. |  |  |

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| Agenda Topic (Committees should feel free to customize this template to make it as functional for them as possible. Other categories of topics might include Reports, Information Items, Unfinished Business, etc.) | Discussions & Conclusions | Action or Recommendations | Follow-Up {including dates/responsible person, status (pending, ongoing, completed)} |
| **I. Call to order** |  | The meeting was called to order at 2:00pm by John Swinton. |  |
| **II. Approval of Agenda** |  | Agenda Approved |  |
| **III. Approval of Minutes** |  | Minutes Approved |  |
| **IV. Old Business/Review of**  **Actions/Recommendations** | Any old business will be discussed at next meeting. |  |  |
| **V. New Business** Actions/Recommendations |  |  |  |
| **1. Visit by President Dorman and Provost Spirou** | ***Dr. Dorman and Dr. Spirou joined the meeting to clear up any additional misconceptions and/or concerns about the return to campus due to COVID.***  Swinton: APC was asked to pursue the resolution condemning BOR action on reopening campuses. Individuals wanted the committee to address the anxiety on campus, especially the concerns from our jr. faculty. APC’s aim was to serve as a filter for those concerns.  Question: Is the BOR involved with arranging vaccinations with the Georgia Department of Health for USG campus workers?  Dorman: GC is working on gaining approval to be a vaccination distribution location. We have the capacity to administer vaccines and store them effectively. Angie Childre our Interim Director for Student Health Services is taking the lead on this. My understanding is that GC will be considered part of 1B for teachers and essential workers for vaccines.  Question: As President of Georgia College, are you in communication with our Baldwin County Health Department and Navicent Health Baldwin Hospital regarding availability of resources needed to support a spike of cases occurring when students return?  Dorman: We are hoping that the start of the semester being later will help mitigate cases on campus. We are offering testing this week and next for faculty and staff. We will then be offering testing for students on the 19th and 20th. We do have tests on hand and will communicate this to students. Angie Childre has been working with the public health department and has been attending all their meetings.  Question: Will GC college provide quarantine space for students? Why has GC failed to do this and instead elected to send students home?  Dorman: We do have space on campus for those who need to quarantine. The system has encouraged sending students home when possible. We also have 5600 undergraduate students with only about 2000 living on campus. We would only serve those who live on campus. If a student can not go home, (international etc.) we do have spaces for them.  Question: We are hearing a lot of what the Board wants vs what is best for Georgia College. Can we push things depending on our unique situation? What is the boundary, if we need to do something that the board may not recommend etc.?  Dorman: We received guidance from the board, university presidents, staff and public health department members as we entered the semester last fall. The recommendations we followed came from that group. We did lack some guidance from the CDC at first. By thanksgiving the CDC did suggest students stay on campus and not return home. Information changed as we progressed through the semester.  Swinton: Moving forward will still be rocky. We are going to run into situations where it would be good to note what’s our decision vs what is the board and let the campus know where those decisions are coming from.  Question: Why has GC failed to establish a mandatory testing program?  Dorman: No recommendation from public health to do so. Probably due to the large number of tests that would result from mandatory testing. We will provide opportunities and encourage it, but we will not require it.  Schiffman: Schools that have done the best (with COVID numbers) have been vigorous on testing. They require testing before students return to campus and on an ongoing basis. What actually is preventing us?  Dorman: We don’t have that many tests or capacity for that many tests. It would result in a great expense. We are not prepared for testing on that level.  DeVore: Not for everyone, but a reasonable sample as established by peer universities Consult and use a sampling system already successfully used by another university.  Styer: <https://www.cdc.gov/coronavirus/2019-ncov/php/open-america/expanded-screening-testing.html>  Jurisdictions can use these examples to guide their considerations as they develop local recommendations to prioritize select groups (examples are listed below) for expanded screening testing taking into account feasibility and costs. Jurisdictions might also consider sampling subgroups for screening testing initially to evaluate the need for more expanded screening testing in a particular group. Students, faculty, and staff at institutions of higher education (including community colleges and technical schools)  DeVore: So, we don't have money to have a testing program to use to assess our status in virus spreading on our campus  Styer: CDC says we can do testing. We have chosen not to.  Swinton: It does seem to be a resource issue.  Rudkevich: We want to be on campus. We just want to avoid an outbreak. Some are mandating student testing before they return back. Last semesters problem was students came back to campus with COVID. It would be good to get ahead of it. Remember those who are most likely to get sick are also the most likely not to test. We can avoid another outbreak.  Question: What about contact tracing? Or is it a privacy concern? If it is a privacy concern, maybe safety trumps that? We had someone in our dept test positive and we only found out because that individual told us. Any plans for contact tracing moving forward?  Dorman: Contact tracing does happen. Angie C. has done it. However, contract tracing is not our duty. It’s the public health departments. Sometimes Angie and her staff will inquire who the individual has been around and contact them. However, it is the public health departments responsibility.  Spirou: The process is the same with employees. You can refer to the COVID decision tree. They will ask you who you’ve been in contact with and we will contact those we need to. We’ve been doing so and people have quarantined as needed.  Swinton: Close colleagues did all of that and still members of the department were never contacted. Could we think about an app or using something low cost for tracing on campus? Or are we actively engaging with public health to see who they should follow-up with?  Dorman: Yes, tracing is supposed to be happening. If someone’s not following up, we need to check on that. An app is a great idea in theory. However, it depends on people following up and agreeing to it. Everyone would need a phone and agree to be followed. It’s a great innovation of science but with privacy issues and getting people to elect to be in is difficult. We just aren’t there yet.  DeVore: We have dual validation software on our phones needed to access unify and email. Is that a privacy issue? We use our personal phones.  Swinton: Well, this should be on our radar moving forward. It would be opt in. Many students do opt in for many of our services, it may not be as hard as we think to get students to participate. Are we still keeping track of whose tested positive?  Dorman: Yes, it is listed the next morning after it is reported. Some numbers may be delayed, for example over a weekend. Yet for most part it’s accurate day by day.  Spirou: If you check the site, the information is there. The beginning of last semester was very difficult, but I need to point out how critical behavior is in this situation. Behavior certainty produced change. The numbers went down as the semester progressed, due to change in behavior. January will probably see another rise but will shift back down. Testing will be available. Behavior is most important. We are in a different position than six months ago.  Sanders: Thank you so much for coming to our meeting today. I think that reaching out to faculty with a feedback survey would be extremely helpful in identifying what worked well and what did not work well when we returned face to face so that adjustments, if needed, can be made for the spring semester. The most challenging issue I encountered was the period of time in which two-thirds of my classes were in quarantine and the continued lack of attendance throughout the semester when the number of cases decreased. Thank you again for your time and attention.  Sanders: Approximately 2/3 of students were in quarantine. I live streamed lectures until the numbers went back down. However, other students who hadn’t tested positive or who weren’t told to isolate took advantage of the live streaming and lecture notes and did not attend class either. I structured class, so it was important to be there but didn’t want to punish those who were sick. I’d like any suggestions or advice on what and how we should handle this type of situation.  Dorman: What is your recommendation for this?  Sanders: It would be helpful to know what we as faculty can do to avoid this scenario. What are we able to do?  Spirou: This seems to be a common concern. I got a lot of questions from parents about this as well. Parents complained that their child was not registered for online courses but was only attending online courses. I researched the situation and students although registered for f2f were taking advantage of the online content offered by instructors even thought they were not ill. If a student doesn’t have a COVID note or hasn’t been asked to quarantine, then it is up to the faculty member to make that decision. You can expect students to be in the classroom.  Dorman: Dr. Spirou can you write this up for faculty?  Spirou: Yes  Speelman: There is a gap in that information. Those that took advantage vs those who are still sick even though it’s been over 14 days. We were told to take students word or absence as proof they still had COVID issues.  Swinton: I also saw a drop off in attendance. I had a few students who were anxious and feared being in class. They didn’t know if they can trust their fellow students to be safe. If you post online, then students preferred to not be in class if they didn’t need to be. Shouldn’t we be more flexible for those students? Anxiety is real, students can’t concentrate if they are anxious. We’ve been told by the dean of students that this is a real issue and should be taken seriously. Should we send messages of flexibility vs rules about being in class?  Spirou: I agree, anxiety is everywhere. Flexibility is needed and is very important. Claire’s observation is important. It’s up to each faculty member to determine flexibility and in what situation it is needed. If flexibility is needed, please do so. If you think some take advantage you can also tell them that they must be in class.  Styer: The message from last semester was “we have to be f2f”. Student evaluations will be used, and our classes would be checked on to make sure we were there f2f.  Spirou: This is inaccurate – we did communicate student evaluations may or may not be used. There are also different types of instruction (hybrid, f2f, etc.) I met with USG to discuss f2f with social distance. Will do same again in January. Dr. Denley wants f2f and believes students do better f2f. The f2f directive was confirmed as the expectation for campuses. We attempted to continue with things as much as possible to maintain normalcy in our procedures. We continued with summer research support for faculty, we continued with tenure and promotion, and professional leaves. In midst of it all, we continue our support and want to ensure faculty some normalcy in this crazy situation.  Styer: You are saying f2f but be flexible. How can we do that? Those two things are different. You are telling us to be flexible but we also need to keep the rigid structure that has been opposed upon us.  Spirou: I don’t think f2f and flexible is opposed to one another. Faculty may have options to do both. I can see a f2f structure but using various approaches to allow for some flexibility.  Styer: I understand you do not see these as opposed, I'm telling you that we, as faculty, are perceiving it that way.  Swinton: Most of us have been operating on if we had a COVID note. I’d like to see us be more generous for those that choose to do distance till crisis is over. Can we broaden what is a legitimate excuse? This also goes back to who can teach f2f and who can’t. The initial COVID exemption list wasn’t exhaustive, it couldn’t be. It didn’t include those who didn’t qualify for exemption but may have had a high-risk child or spouse at home. This required individuals to have to self-isolate at home away from family while working f2f. Can we have a case-by-case basis where exceptions could be made? Also, could we have no cut off dates for applications because health status and home situations change?  Dorman: What number was exempted?  Spirou: Approximately 88 faculty. The number is about the same for the spring.  Swinton: There are plenty that didn’t qualify but wanted to. Did any that didn’t qualify for an exemption ask to qualify even though they didn’t meet the requirements?  Spirou: Not to my knowledge.  Swinton: Did anyone who qualified for an exemption not receive one? Were you given any notice who were denied?  Spirou: Maybe 1 or 2 out of 89 or so.  Swinton: One of the major concerns was the denial of those that had circumstances of family members who were high risk but the employee didn’t qualify for an exemption. The process seemed very black and white and should be more flexible.  Dorman: I’d like to hear more and take it back. Everything went thru HR.  Swinton: HR isn’t known for flexibility. Individual cases may differ.  Dorman: What are the issues. What should be on the list?  Swinton: Shouldn’t be on a list. (High risk family member scenario shared). Each case is so different. List’s don’t work in this situation.  Styer: I’m living with 2 extremely high-risk individuals but I had to work.  Knox: Same, my wife was high risk. I was lucky and qualified. Would have been nice to know I had other options if I didn’t qualify.  Dorman: Helpful, let me see if I can do anything with this.  **Meeting this adjourned.**  **Additional questions and comments were submitted via email and chat:**  Gorzelany-Mostak: Thank you Dr. Dorman for taking the time to meet with us. I share the health-related concerns of all here and do not want to minimize them, but I was wondering if you could speak to the financial health of the institution and how positions, programs, staff assignments, funding for various initiatives, etc. might be impacted in 2021 and in the long term.  Rudkevich: I was told a number of students who went home for quarantine never returned to campus.  DeVore: Are there endowments which can be used to help with COVID issues on our campus?  DeVore: Students also have anxiety when they zoom at 9 go on campus at 11 then drive away to go home and zoom again at 1...the schedule is a real issue for students. Basically, they are bouncing back and forth between their room/apartment and the campus.  Sanders: I had many students who expressed that anxiety in the "check-up" survey I gave my students after the first few weeks. Most of them expressed they felt safe in the classroom, but there was also a sizeable number who wanted to take the class online.  Sumowski: Drs. Dorman and Spirou, On behalf of COE, I would like to thank you for coming today and for your candor. My COE colleagues recognize that these are extraordinary circumstances and that we all are doing the best we can with the information and resources available. There are no perfect scenarios. Forgive me, but I must log off to attend another meeting. Good Day everyone!  DeVore: If we taught in Baldwin High, and had a spouse or parent in the home, or child, who is high risk, we would be permitted to teach online,  DeVore: Flexibility of being the only caregiver of a 90 year old parent is ABSENCE. GC required face to face.HR was not flexible and neither were Chair, Dean.  Rudkevich: On a very different note, the presidential inauguration is happening 2 days into the semester. Would it be possible to send out a reminder for everyone to uphold Georgia College's honor code shortly before Jan. 20?  Email from DeVore: A study by the Centers for Disease Control and Prevention, released today, compared the rates of COVID-19 exposure in counties with large universities with remote instruction and with in-person instruction.  "U.S. counties with large colleges or universities with remote instruction (n = 22) experienced a 17.9 percent decrease in incidence and university counties with in-person instruction (n = 79) experienced a 56 percent increase in incidence, comparing the 21-day periods before and after classes started. Counties without large colleges or universities (n = 3,009) experienced a 6 percent decrease in incidence during similar time frames," the study said.  The study said, "Additional implementation of effective mitigation activities at colleges and universities with in-person instruction could minimize on-campus COVID-19 transmission and reduce county-level incidence." 1.8.21  -- Scott Jaschik [Live Updates: Latest News on Coronavirus and Higher Education (insidehighered.com)](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.insidehighered.com%2Fnews%2F2021%2F01%2F08%2Flive-updates-latest-news-coronavirus-and-higher-education&data=04%7C01%7Cjolene.cole%40gcsu.edu%7C4dd55d06e32649d589f708d8b44d8826%7Cbfd29cfa8e7142e69abc953a6d6f07d6%7C0%7C0%7C637457592374808351%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=kh%2BhX67gQMqSa2eU%2FD%2Bs1RfDiMxNW1toySY11vPUTYc%3D&reserved=0)  Email from DeVore [Clayton State University begins administering COVID-19 vaccine to campus community - Clayton State University](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.clayton.edu%2Fnews%2Fblog%2Fpost%2F195540%2Fclayton-state-university-begins-administering-covid-19-vaccine-to-campus-community%3Ffbclid%3DIwAR1s6a-8LRmaDo97UKCwGNXjXiegW3Tkt7sWGqwN3oQFbQf1e3hDZ8A9H4Q&data=04%7C01%7Cjolene.cole%40gcsu.edu%7C29ec4203b4c04528c22b08d8b82aac5a%7Cbfd29cfa8e7142e69abc953a6d6f07d6%7C0%7C0%7C637461840706565489%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=ynm6W8xEewEXk7E%2BW%2FVGIGQp8fkWUTkNp0AqkIajL9k%3D&reserved=0) |  |  |
| VI. Next Meeting | February 12, 2021 at 2pm via Zoom. | Meeting scheduled already. |  |
| VII. Adjournment | Motion to adjourn made by John Swinton at 3:15pm |  |  |
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**Distribution(as determined in committee operating procedure – one possibility given):**

First; To Committee Membership for Review

Second: Posted to the Minutes Website

**Approved by:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Committee Chairperson (Including this Approval by chair at committee discretion)

**Guidance**

**Committee Name: APC**

**Committee Officers:**

**Academic Year: 2020-2021**

**Aggregate Member Attendance at Committee Meetings for the Academic Year:**

**“P” denotes Present, “A” denotes Absent, “R” denotes Regrets**

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| Meeting Dates | | 9/4/2020 | 10/2/2020 | 11/6/2020 | 01/08/21 |  |  |  |  |  |
| John R. Swinton (Chair) | | P | P | P | P |  |  |  |  |  |
| Catrena Lisse (Vice Chair) | | P | P | P | P |  |  |  |  |  |
| Jolene Cole (Secretary) | | P | P | R | P |  |  |  |  |  |
| Julian Knox | | P | P | P | P |  |  |  |  |  |
| Christine Mutiti | | P | P | P | P |  |  |  |  |  |
| Gennady Rudkevich | | P | P | P | P |  |  |  |  |  |
| James Schiffman | | P | P | P | P |  |  |  |  |  |
| Liz Speelman | | P | P | P | P |  |  |  |  |  |
| Mariana Stoyanova | | P | P | P | P |  |  |  |  |  |
| Rob Sumowski | | P | P | P | P |  |  |  |  |  |
| Melanie DeVore | | P | P | P | P |  |  |  |  |  |
| Dana Gorzelany-Mostak | | P | P | P | P |  |  |  |  |  |
| Claire Sanders | | P | P | P | P |  |  |  |  |  |
| Meridith Styer | | P | P | P | P |  |  |  |  |  |

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CHAIRPERSON SIGNATURE DATE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_-

(Including this Approval by chair at committee discretion)