

BiCo Mitigation Plan

January 27, 2021

Considerations for limiting or reversing on-campus experiences

As was the case during the fall 2020 semester, there is no single metric that will guide the Colleges' decisions to change or shutter operations in response to COVID-19. Instead, we will make use of three guiding principles suggested by the Centers for Disease Control and Prevention and the American College Health Association.

1. Phased and gradual resumption of on-campus interactions. Activity should be guided by assessment of public health conditions on campus and in the surrounding community.
2. "De-densification" of campus as much as feasible given the College's mission. Resumption of in-person activities is characterized by restraint/limitation of gatherings, particularly indoors.
3. Meticulous adherence to public health practices. Mitigation reminders will be stringently followed and will be community-wide.

It is inevitable that we will continue to have COVID-19 cases on our campuses. Our ability to remain in operation on our physical campuses will be determined by how we collectively adhere to strong health habits now and throughout the COVID-19 pandemic. If our community diligently follows our behavioral requirements (universal masking, symptom tracking, physical distancing, hand washing, keeping a journal of close contacts, and surface cleaning in high-touch areas), transmission will continue to be quite minimal and the number of close contacts needing to quarantine when a positive COVID case occurs ought to be small. The Colleges each have in place systems for contact tracing, policies that support symptomatic students and employees staying home without penalty, an aggressive testing plan for symptomatic cases and their contacts, and screening plans to track the prevalence of the COVID-19 virus even among asymptomatic individuals on a regular basis. These practices, detailed elsewhere, are all key to mitigating spread and responding to any cases or outbreaks, not just on our campuses but among the surrounding communities of which we are a part and with which our students, faculty, and staff interact.

All members of the Bryn Mawr and Haverford communities need to think about the choices they make beyond the campus and the ways in which non-campus behaviors add risk of transmission to the community. These choices by staff, faculty, and students (whether living on campus or off) will also impact our ability to remain in operation.

Mitigating Risk Across Four “Levels” of Campus Operations

We have identified different levels of operation that will allow us to modulate levels of in-person, on-campus interaction. The Senior Staff of each institution will be as proactive as possible, and will take intermediate steps to try to mitigate trends, with ongoing and frequent consultation between our campuses. Movement between levels could very well be fluid, depending on whether conditions improve or worsen. This means that we will make small pivots in response to key metrics. We anticipate that changes will be considered on a weekly basis, but we will shorten that time period if needed. Any changes and required actions will be communicated using each institution’s regular communication and emergency response channels as appropriate. The current status of each institution will be visible on a web dashboard.

We have defined four levels of operations, all of which assume as a baseline our stringent health and safety protocols including face coverings, 6’ physical distancing, a strong preference for remote gatherings, and the other mitigation measures, visible at:

- <https://www.brynmawr.edu/coronavirus>
- <https://www.haverford.edu/be-safe>

The Colleges will stay coordinated on risks and risk-mitigating measures across their campuses. Each college may adopt or modify some of the individual measures below as circumstances warrant, for example more aggressive mitigation steps in areas that are evidencing themselves as higher risk. Each College may also move among the below levels independently from each other.

Risk Factors

We outline below sets of risk factors that each College will be monitoring, both separately and in consultation with each other, in order to determine the appropriate operating Level. These risk factors generally reflect **COVID rates and trends** and **community behavior patterns**. In addition to the specific indicators we name below, our decisions will also be guided by:

Provision of essential campus services. The Colleges may need to pivot for a period of time if safe operation is no longer sustainable due to employee illness. This would be the case if employees who are essential to business continuity are unable to perform their jobs because of high rates of absence due to illness or need to quarantine due to exposure in the broader community. Potential impacts to food, facility, and campus safety services that are vital to life-sustaining operations would require temporary shutdowns. The pattern of closure would be determined by the pattern of employee absence. The Colleges may be able to bring in outside help in some operational areas if needed.

Sufficiency of healthcare resources. The College may also need to pivot should the availability of medical care, mental health care, or adequate supply of COVID-19 tests and timely results, be inadequate to meet the healthcare and monitoring needs of our campuses. The Colleges benefit from close relationships with regional healthcare providers who will help guide such determinations.

Learning from experience. As additional risk factors and effective responses emerge on our campuses, at peer institutions, and beyond we will continuously adapt our plan to assimilate such learnings.

Level 1

Baseline operations

(Assumes $\leq 3\%$ positive COVID-19 cases among on-campus students and employees. Conditions on campus appear stable and incidences of COVID low.)

- Classes:
 - In-person classes allowed
- Residential students:
 - Colleges are welcoming back all students who choose to live on campus in the spring; students have the option to depart campus and learn remotely at any time.
- Dining:
 - Some communal indoor dining allowed as designated in each dining facility.
 - BMC: At the start of the semester there will be no in-person indoor dining. We will periodically reassess this decision in light of prevailing conditions.
 - HC: One person per table allowed in the Dining Center.
- Meetings & Gatherings:
 - In-person meetings allowed in scenarios where they add appreciable value, and all health protocols (distancing, face coverings, etc.) must be followed at all times.
 - Strong preference for outdoor meetings only.
 - Indoor: Limited to 15 and must abide by space-specific capacity limits. Classes or other College-authorized and supervised activities may exceed 15, provided they comply with space limitations as well as current guidance from the Commonwealth of Pennsylvania.

- Outdoor: gatherings over 15 allowed only as formally authorized and—as always—must be physically distanced and masked.
- Campus access:
 - BMC or Haverford student (enrolled for in-person instruction) can visit another dorm as a guest of a resident
 - Campus guests allowed only per the Campus Access policy for each campus
- Travel:
 - Some travel allowed, only as authorized per the Travel Policy on each campus. At times of elevated COVID rates either on campus or in the surrounding area, each College may impose “Stay-on-Campus” status to reduce the risks of community spread by suspending student departures from campus (with exceptions for critical medical or mental health care).
- Blue Bus transportation:
 - Available between Bryn Mawr and Haverford only for academic class times with some additional trips for essential shopping when possible.
- Employees:
 - Faculty and staff allowed to work on campus only as permitted in updated Return to Work protocols.
- Athletics:
 - Indoor facilities not open to begin with
 - Exception: the pool at Bryn Mawr open in a limited capacity for the swim team
- Retail:
 - HC: Bookstore, Lutnick Cafe, Coop open
 - BMC: Bookstore, Uncommon Grounds open
- COVID testing:
 - HC: surveilling 100% of the on-campus employees per month and 100% of the student body every two weeks, with other targeted screenings
 - BMC: surveilling a portion of the student body every week, with other targeted screenings as needed; surveilling faculty and staff on a bi-weekly or monthly basis depending on the level of in-person engagement (voluntary)

Level 2

Early indicators suggest that outbreak is becoming more likely

Risk Factors (one or in combination) that could lead to a pivot from Level 1 to Level 2:

- LEADING INDICATOR: Mitigating behaviors are inconsistent or declining: daily reports of no mask use, no physical distancing, large gatherings are either high or are growing. If we are not engaging in the behaviors that mitigate risk, we will not wait for an outbreak to pivot. Our expectation is that our campuses will fully live out our shared health and safety standards.
- Current positive COVID-19 cases at 3-5%, among either students or employees who have been living/working on campus.

Responses:

- Classes:
 - In-person class meetings will be allowed only as authorized by the provost of each campus, based on pedagogical needs and class safety.
- Residential students:
 - Students to limit movement outside of their rooms.
- Dining:
 - No communal indoor dining; outdoor communal dining permitted
 - Take-out service only
- Meetings & Gatherings:
 - Meetings may only be held in person if physical proximity is essential to their business and all health standards are met.
 - Strong preference for outdoor meetings only.
 - Permit only outside gatherings for students and limit size to < 10 people.
- Campus Access:
 - BMC: No visitors between dorms.
 - HC: No visitors between dorms.
- Travel:
 - Students restricted to Stay-on-Campus status with travel only as authorized per the Travel Policy on each campus.
- Blue Bus Transportation:
 - Available between Bryn Mawr and Haverford only for academic class times.
- Employees:
 - Continue with most in-person services, but increase remote work by lightening the staff footprint, reducing hours, reducing days of service, or reducing certain services.
- Athletics:

- Other than solo activities, no indoor activities are permitted that involve aerobic activity or heavy breathing such as athletic training, swimming, or dance.
- Retail:
 - BMC: Close retail in the Campus Center including Uncommon Grounds and make Bookstore “take-out only”
 - HC: Bookstore, Lutnick Cafe, and Coop remain open (the latter two are part of student meal delivery)
- COVID testing:
 - Colleges will supplement with targeted additional surveillance testing.

Level 3

Conditions are less safe and transmission/significant outbreak appears to be on campus or campus is threatened by outside transmission increases

Risk Factors (one or in combination) that could lead to a pivot from Level 2 to Level 3:

- Non-compliance with health and safety measures within the community
- Current positive COVID-19 cases $\geq 5\%$ either among on-campus students or employees

Responses:

- Residential students:
 - Depending on the severity of the campus situation or the surrounding context, Colleges will consider de-densifying campus by sending students home through a prioritized process.
 - Students will be tested before departure. If a student has tested positive in the previous 10 days, they may only depart campus if picked up by a family member.
- Classes:
 - Remote classes only.
- Dining:
 - No communal dining – including outdoor.
 - Take-out service only.
- Meetings & Gatherings:
 - Not allowed in person under any circumstances.
- Employees:

- All staff will work remotely unless required to be on campus to provide life-sustaining functions or perform services that protect educational continuity or business continuity
- BMC: Stop Post Office campus delivery; pick up service only in the Campus Center
- HC: Limited campus mail deliveries.
- Travel:
 - Students shelter in their dorms except to perform life-sustaining functions or for solitary outdoor activities.
 - Employee travel suspended
- Libraries and Campus Centers:
 - Closed except for pick-up services. Pick up services may also need to be suspended or greatly reduced.
- Athletics
 - No indoor or outdoor group athletic or fitness activities allowed. Solo outdoor fitness activities are permitted.
- Blue Bus transportation:
 - Suspended between Bryn Mawr and Haverford.
- COVID screening:
 - Colleges will reassess testing/screening to respond to current conditions.

Level 4

Emergency conditions

Risk Factors (one or in combination) that could lead to a pivot from Level 3 to Level 4:

- The Montgomery County Office of Public Health, via the Pennsylvania Department of Health guidance, makes a determination about safe operation of colleges and universities in their jurisdiction.
- We determine that we cannot safely operate because of uncontrolled transmission on our own campus.

Responses:

- Residential students:
 - All students who are not COVID-positive must depart from campus unless they do not have a viable alternative: international students who cannot travel; students for whom campus is their primary residence; students who cannot productively study at home.

- If a student has tested positive in the previous 10 days, they may not depart campus unless picked up by a family member.
- For students remaining on campus, dining will be provided via take-out and all restrictions from Level 3 remain in effect.
- COVID screening:
 - Students will be tested before departure.
 - Colleges will reassess testing/screening to respond to current conditions.

Finally, at any time, the Montgomery County Health Department or the Commonwealth of Pennsylvania could determine that conditions in or surrounding campus would be such that we would be impelled to follow reversal guidance from them.