



Communicable Disease Outbreak Guiding Principles & Strategy Reintegration Plan

Guiding Principles:

1. The safety, health, and well-being of the RVU Community comes first, with respect to public health guidance and medical evidence
2. All decisions will be anchored in our core values
3. Our commitment to excellence in medical education will guide decisions as we adapt to the evolving situation
4. We will face challenges with passion, perseverance, and patience while seeking opportunities to innovate and emerge as a stronger RVU
5. We are dedicated to educating the RVU community with transparency and regular communications to promote informed decisions and personal responsibility

The RVU Reintegration Plan consists of 3 Steps and 6 color-coded phases. Each step and phase is informed by various considerations. We will move forward or backward as needed and determined by the **COVID-19 Response Team (CRT)**.

<p style="text-align: center;">Step 1 EVALUATION / PREPARATION</p>	<p>The process the CRT will use to determine how and when employees and students may return to campus. This step will be informed by deliberate considerations and conditions established by the CRT in conjunction with national and local guidelines / requirements. The main focus will be to ensure the well-being and safety of the RVU community.</p>
<p style="text-align: center;">Step 2 REINTEGRATE (Phased Approach)</p>	<p>The implementation of the plan used to bring members of the RVU community back to campus in a phased approach.</p> <div style="border: 1px dashed black; padding: 10px;"> <p style="text-align: center;">Phase RED – SEVERE RISK</p> <p style="text-align: center;"><i>Catastrophic / Full Shutdown</i></p> <p style="text-align: center;">Phase ORANGE – HIGH RISK</p> <p style="text-align: center;"><i>Restricted Access / Essential Employees</i></p> <p style="text-align: center;">Phase YELLOW – ELEVATED RISK</p> <p style="text-align: center;"><i>Controlled Access / Approved Employees</i></p> <p style="text-align: center;">Phase BLUE – GUARDED RISK</p> <p style="text-align: center;"><i>Controlled Access / Critical Labs & Assessments</i></p> <p style="text-align: center;">Phase GREEN – LOW RISK</p> <p style="text-align: center;"><i>Open Access / In-Person Meetings</i></p> <p style="text-align: center;">Phase WHITE – NEW NORMAL</p> <p style="text-align: center;"><i>Full Access – All Clear</i></p> </div>
<p style="text-align: center;">Step 3 RE-IMAGINING THE NEW NORMAL</p>	<p>The process the CRT will use to assess, debrief, and implement changes based on what was learned in an effort to transform, innovate, and reimagine RVU’s Vision of Achieving New Heights in Medical Education.</p>

Step 1: EVALUATION / PREPARATION

4-6 weeks prior to proposed campus opening date

The below conditions and preparations must be reviewed and approved by the CRT prior to confirmation of a scheduled date for reintegration.

Considerations	Required Conditions / Decision Points
State of Pandemic: Federal, State, and Local Guidelines	<ul style="list-style-type: none"><input type="checkbox"/> Government (city / state / federal) has given the approval for the proposed date and group sizes for Colorado and Utah campuses<input type="checkbox"/> Hospitals in each state can treat patients without resorting to crisis care
Medical Guidance: CRT Medical Officers; Local, State, Federal Specialists	<ul style="list-style-type: none"><input type="checkbox"/> Guidance from infectious disease specialists and CRT Medical Officers pointing to key criteria: i.e., spread of disease, availability to larger scale testing, progress on therapeutics<input type="checkbox"/> Appropriate screening protocols and tools available upon building entrance: e.g., temperature checks<input type="checkbox"/> Appropriate PPE available upon return
People: Students, Employees, Visitors	<ul style="list-style-type: none"><input type="checkbox"/> The proposed date is evaluated by HR for each site, taking into account availability of schools, daycares, and other community needs<input type="checkbox"/> Employee policies in place regarding employee telecommuting options<input type="checkbox"/> Critical departments / teams / individuals are identified and provided to the CRT<input type="checkbox"/> Communication plans drafted by Marketing with direction from the CRT to include clear instruction, guidance, support, and resources for returning employee / students – Must be reviewed and approved by the CRT<input type="checkbox"/> Safety training / education conducted for each student / employee with signed attestation, prior to returning to campus<input type="checkbox"/> Staggered scheduling and social distancing protocols in place<input type="checkbox"/> Phased reintegration plan finalized and approved by CRT
Academic Programs & Departments:	<ul style="list-style-type: none"><input type="checkbox"/> Departmental Reintegration Plans submitted by required academic programs and departments and reviewed by CRT: plans identify requirements and recommendations for reintegration using the Hierarchy of Controls (See Appendix A)
Facilities Readiness:	<ul style="list-style-type: none"><input type="checkbox"/> Specific protocols created by Facilities and implemented for regular and event-driven cleaning / sanitation / office closure and quarantine requirements once employees / students return to campus<input type="checkbox"/> EPA registered cleaning products ordered and available before proposed date<input type="checkbox"/> Inventory of available cleaning products for associates (gloves, wipes, hand sanitizer, soap) in all common areas<input type="checkbox"/> Technology readiness for return to building assessed<input type="checkbox"/> Common areas modified as needed to include reorganized furniture, barriers, and modifications to entrances and exits throughout the building<input type="checkbox"/> Reduced building hours to account for increased sanitation needs<input type="checkbox"/> Accommodations made from approved Departmental Reintegration Plans<input type="checkbox"/> Security Protocols implemented

Step 2: REINTEGRATE

Phased Approach

Phase – Orange (*Restricted Access / Essential Employees*)

Description:

Administrative / Organizational Controls in Place – The Workforce / Students

- Building changed to Restricted Access
- Essential employees permitted on campus as needed and others allowed on a case-by-case basis
- All other employees working remotely
- Staggered working schedules and shifts implemented to accommodate home-life issues
- All courses and written assessments moved to an online format
- No students (Fellows exempted) on campus
- RVU Health Center continues to operate independently of RVU
- Southern Utah Veterans Home providers continue to provide care under limited status
- Clinical components of externships/rotations for OMS III, OMS IV, PA II and PA III will resume using the Ottawa guidelines as training sites are willing to accept engagement (See Appendix B)
- OMS III, OMS IV, PA II and PA III students participating in clinical externships/rotations are required to sign the Student Return to RVU Clinical Externship/Rotation Acknowledgement Form (Acknowledgement Form) on the first day of the rotation and forward to the coordinator (See Appendix C)
- OMS III and OMS IV students maintain a portfolio log of all clinical encounter activity. This log will also include daily temperature checks that sites perform on students
- Skills Competency Testing permitted in special circumstances and with prior approval from CRT
- RVU sponsored travel is suspended

Engineered / Physical Controls in Place – The Facility

- Safety barriers at high-visited areas and check-in points
- Educational signage placed regarding appropriate hygiene and safety
- Instructional signage placed regarding controlled entrance / exit
- Sanitizing supplies available for individuals
- High-touch items such as magazines, common pens, etc. have been removed
- Hand sanitizer has been placed at all entrances and high traffic areas
- Frequently touched areas (doors, cabinets, etc.) reviewed for possible modifications to reduce physical touch or increased ability to clean

PPE and Safety Measures

- Face coverings required for all entering the building
- Attestation required for building entry
- Students on clinical externships/rotations must follow PPE requirements for specific location / site and those cited in the Acknowledgment Form

Phase- Yellow (*Controlled Access / Approved Employees*)

Required Conditions:

- Approval of CRT
- State government approval of required group sizes and other requirements
- Guidance from infectious disease specialists and CRT Medical Officers pointing to key criteria: i.e., spread of disease, availability to larger scale testing, progress on therapeutics
- Appropriate health screening available upon building entrance
- Facilities are ready w/ engineered controls in place to account for social distancing, sanitizing schedules, and adequate supplies
- CRT approved Departmental Reintegration Plan
- Prenotification communication sent out by CRT

Description:

Administrative / Organizational Controls in Place – The Workforce / Students

- Building access changes from Restricted Access to Controlled Access
- All organizational controls implemented in Phase ORANGE with respect to OMS III, OMS IV, PA II and PA III students will be maintained in Phase YELLOW.
- Approved employees permitted on campus as needed (within permitted state and HR guidelines)
- Those in high-risk categories will be encouraged to continue working remotely
- Staggered working schedules and shifts implemented as recommended by managers
- Courses and written assessments remain in an online format
- No group assembly allowed for meetings, activities, etc., and employees given guidance to avoid gatherings in common areas
- All meetings conducted by zoom, skype, phone, etc. even when working on campus
- Public / shared spaces closed (e.g., gym, auditoriums, student lounge, study rooms, etc.)
- No outside visitors unless approved by Senior VP Leadership Team member or CRT
- Students (Fellows exempted) not permitted on campus unless approved by CRT
- No on-site student assessments or academic testing
- RVU Health Center will continue to operate independently of RVU
- Skills Competency Testing permitted in special circumstances and with prior approval from CRT
- RVU sponsored travel continues to be suspended

Engineered / Physical Controls in Place – The Facility

- Educational signage placed regarding appropriate hygiene and safety
- Safety barriers at high-visited areas and check-in points
- Furniture in common areas marked with signage to ensure social distancing occurs
- Instructional signage placed regarding controlled entrance / exit
- Sanitizing supplies available for individuals / hand sanitizer placed at all entrances and high traffic areas
- Building hours modified to accommodate sanitizing
- High-touch items such as magazines, common pens, etc. have been removed
- Frequently touched areas (doors, cabinets, etc.) have been reviewed for possible modifications to reduce physical touch or to increase cleaning

PPE and Safety Measures

- All employees / students screened and attestation form completed prior to entry
- All employees / students required to social distance, wear face coverings prior to entering the building and outside of personal offices
- Monitor and secure inventories of PPE, hand sanitizer, wipes, cleaning products, and hand soap
- Students on clinical externships/rotations must follow PPE requirements for specific location / site and those cited in the Acknowledgment Form

Phase – Blue (*Controlled Access / Critical Labs & Assessments*)

Required Conditions:

- Approval of CRT
- State government approval of required group sizes and other requirements
- Guidance from infectious disease specialists and CRT Medical Officers pointing to key criteria: i.e., spread of disease, availability to larger scale testing, progress on therapeutics
- Appropriate health screening available upon building entrance
- Facilities are ready w/ engineered controls in place to account for social distancing, sanitizing schedules, and adequate supplies
- CRT approved Departmental Reintegration Plans
- Prenotification communication sent out by CRT

Description:

Administrative / Organizational Controls in Place – The Workforce / Students

- Building remains in Controlled Access
- All organizational controls implemented in Phase ORANGE with respect to OMS III, OMS IV, PA II and PA III students will be maintained in Phase BLUE
- Approved employees permitted on campus as needed
- Those in high-risk categories will be encouraged to continue working remotely
- Staggered working schedules and shifts implemented as recommended by managers
- Courses and written assessments remain in an online format
- RVU Health Center will continue to operate independently of RVU
- No large-group lectures or small-group sessions that do not require hands-on training held on campus
- Lab-based courses permitted on campus with approved Departmental Reintegration Plan
- Hands on assessments for OPP, PCM, MSBS, and PA may take place with approved Departmental Reintegration Plan
- All written assessments will be completed remotely or offsite
- End-of-rotation subject exams may be conducted onsite with allowances for social distancing and assigned seating aligned with workstation number
- Indoor shared spaces may remain closed (gym, student lounge, classrooms, conference rooms, print room, locker rooms, etc.)
- Library opened with room modifications to allow for social distancing; modified hours for cleaning
- Outdoor shared spaces available with face coverings and social distancing measures in place and with approval using the Event / Activity Approval form
- Study rooms opened by appropriate scheduling with six-foot separation and face coverings required
- In person meetings are permitted with six-foot separation and face coverings required
- No outside visitors unless approved by Senior VP Leadership Team member or CRT
- RVU sponsored travel continues to be suspended

Engineered / Physical Controls in Place – The Facility

- All engineered controls implemented in Phase YELLOW will be maintained in Phase BLUE
- Building hours expanded but still shortened to allow for sanitizing – some rooms closed daily at intervals

PPE and Safety Measures

- All PPE and safety measures implemented in Phase YELLOW will be maintained in Phase BLUE

Phase – Green (*Open Access / In Person Meetings*)

Required Conditions:

- Approval of CRT
- State government approval of required group sizes and other requirements
- Guidance from infectious disease specialists and CRT Medical Officers pointing to key criteria: i.e., spread of disease, availability to larger scale testing, progress on therapeutics
- Appropriate health screening available upon building entrance
- Facilities are ready w/ engineered controls in place to account for social distancing, sanitizing schedules and adequate supplies
- CRT approved Departmental Reintegration Plan
- Prenotification communication sent out by CRT

Description:

Administrative / Organizational Controls in Place – The Workforce/Students

- Building changes to Open Access
- All organizational controls implemented in Phase ORANGE with respect to OMS III, OMS IV, PA II and PA III students may be maintained in Phase GREEN
- Employees / students permitted on campus
- Those in high-risk categories will be encouraged to continue working remotely
- Staggered working schedules and shifts implemented as recommended by managers
- Large-group events permitted with social distancing measures and face coverings with prior approval using the Event / Activity Approval form
- Lab-based courses permitted on campus with approved mitigation plan for social distancing submitted and put in place
- Shared spaces opened with safety and distancing measures in place (gym, library, student lounge, classrooms, conference rooms, study rooms, print room, etc.)
- Study rooms opened
- Locker rooms may remain closed
- Courses and meetings are permitted in conference rooms, allowing for social distancing
- Student clubs / interest groups are permitted in conference rooms, allowing for social distancing and with prior approval
- Outside visitors permitted for curricular experiences or other administrative tasks approved by managers and academic leadership
- Onsite written exams, subject exams, lab assessments, and remediation exams permitted, allowing for social distancing
- RVU sponsored travel may resume in limited situations and by prior approval from appropriate Vice President

Engineered / Physical Controls in Place – The Facility

- All engineered controls implemented in Phase YELLOW will be maintained in Phase GREEN
- Building hours expanded but still shortened to allow for sanitizing – some rooms closed daily at intervals

PPE and Safety Measures

- All PPE and safety measures implemented in Phase YELLOW may be maintained in Phase GREEN

Phase – White (*Full Access – All Clear*)

Required Conditions:

- Approval of CRT
- Prenotification communication sent out by CRT

Description:

After Action Report generated

Administrative / Organizational Controls in Place – The Workforce / Students

- Building access is Open
- Social distancing measures are relaxed / removed
- Courses, testing, meetings, and social gatherings resume

PPE and Safety Measures

- Educational signage placed regarding hygiene and safety
- Hand sanitizer will remain available and stocked in all high-traffic areas, as well as bathrooms, labs, break areas, etc.
- Cleaning crews will be adapted to allow for more regular cleaning of offices and public areas
- Students / employees with any respiratory illness (as evidenced by coughing, sneezing, etc.) will be required to wear a mask or return home
- PPE will be available upon request
- Employees / students will be encouraged to clean their own work areas after use with Clorox wipes and other readily available cleaning products
- Screening and attestation form no longer required

Step 3: RE-IMAGINING THE NEW NORMAL

A debrief session will be conducted after each phase of the reintegration to reflect on and analyze our experience. This will give us opportunities to explore what we learned and allow us to adjust and improve. We will not just assess the effectiveness of that phase but investigate methods to improve at each additional phase in aspirational ways.

- Will continue to meet and make assessments regularly to evaluate what is working and what adjustments to policies and programmatic improvements need to be made
- Will make recommendations for adjusting phased approach for employees / students
- Will Evaluate continued safety measures
- Will conduct a Pulse Survey to determine employee engagement with reintegration approach and recommendations for improvement
- Will continue to monitor local / state / federal government on health policies and procedures
- Will engage the RVU community with the following ongoing questions:
 - What did we learn?
 - How did it make us better as a team, as a program, as a University?
 - How can we rise to a new level of excellence?
 - How can we innovate, transform, or re-imagine to a new normal that improves upon our last normal?