PATHWAY TO FALL
First Information Session
May 2021

Facilitated by
Faculty Affairs and
University Human Resources
Welcome!

This is the first in a planned series of Pathway to Fall sessions

- Sessions are recorded and will be posted
- Please keep yourself muted unless called on
- Reserving time for questions at the end if possible
- Use Zoom to raise your hand in participant list or ask questions
- Slides available after presentation
- Survey after presentations
Pathway to Fall

- Resumption of in-person administrative and operational services.
- Resumption of in-person instruction as the primary modality of delivery at all OSU locations.
- Resumption of in-person and site-based research and fieldwork.
- Resumption of in-person and on-site co-curricular and extracurricular activities.
- Expansion of on-campus housing to function at a more traditional capacity.
- Collegiate athletic competition with limited on-site fan attendance.

*Always subject to change as situations evolve*
Why return to in-person and onsite work?
OSU’s mission

As a land grant institution committed to teaching, research, and outreach and engagement, Oregon State University promotes economic, social, cultural, and environmental progress for the people of Oregon, the nation, and the world.

Fulfilling our mission requires us to plan for flexible, gradual resumption of in-person and onsite services.
More reasons to return

- Serendipitous collaboration
- Effective and efficient meetings
- Focused environment free from “home” distractions
- Clear guardrails on the workday
Why isn’t there a detailed plan covering every step?
OSU’s mission of teaching, research and outreach & engagement is the reason we exist.

What pandemic-specific health and safety guidelines influence how we deliver on the mission?

If those guidelines keep changing, how do we plan for the future?

Establish goals that serve the mission and stay flexible.
Guidance will change between now and Fall term

Our mission and principles won’t change
What can I do right now?
Scenario: On-site return

Question: “I’m nervous about returning to work on-site, especially because my partner is in a high-risk category. What are my options?”

Answer:
- If you are eligible, get vaccinated. Vaccination is the best tool we have.
- Talk with your supervisor about how to stage your return to on-site work. The flexibility available to you is likely dependent on your department’s purpose and your job duties.
If you believe you may have been exposed to COVID-19, or are experiencing symptoms:

- Stay home
- Avoid close contact with others
- Contact your primary health care provider for medical advice

Upon exposure, if symptomatic or if confirmed to have COVID-19, you are required to notify your supervisor that you can’t report to on-site work. You do not have to provide any detail about testing, diagnosis, symptoms or other specifics.

If you do test positive, are presumed positive or have likely been exposed, use the Positive Case Communication tool to initiate contact testing as soon as possible. ([https://hr.oregonstate.edu/covid-19-resources/positive-case-communication](https://hr.oregonstate.edu/covid-19-resources/positive-case-communication)).
Employees: What to do now

1. Prepare yourself

• Remind yourself we’re planning for the transition period, not forever
• Begin considering what you may need professionally to transition back to your regular work location (e.g., your building, workspace, your equipment)
• Begin considering what you may need personally to transition back to your regular work location (e.g., child care, elder care, transportation)
• Get vaccinated if you are eligible
• Ask about your unit’s vision for how to resume in-person/onsite teaching, research, outreach, engagement and/or administration
• Understand your unit’s timeline and how it will translate to your team
Employees: What to do now

2: Connect with your supervisor

- Help your supervisor understand what flexibility you might need to return to in-person/onsite work
- Your supervisor is being asked to identify which positions have similar tasks, responsibilities, and similar performance standards (“similarly situated”) and to provide comparable flexibility during transition period to those who are similarly situated
- Reconnect when you both have more information
- If approved that you can work remotely (full or partial) during Fall 2021, document your transition plan with your supervisor via the Remote Work Agreement
Requesting an Accommodation

**Question:** “I have a health-related reason that I cannot return to on-site work. Who should I tell?”

**Answer:** Reach out to Equal Opportunity and Access Office to engage in the [interactive accommodations process](#).
Remote Work Agreement

Guidance on remote work options available at https://hr.oregonstate.edu/remote-work
What should I look for next?
Possible updates to OSU standards

These are the details needed for more planning

- Cleaning
- Ventilation
- Face coverings
- Physical distancing
- Vaccination approach
As we learn more

**Pathway to Fall Sessions**
- Creating a series of 30 minute information breaks
- Each recorded and uploaded for you
- Intended for timely response to newly available information

**Return to work resource guidance**
- What's open?
- Space planning
- Operational planning
- Move-in plans for work-sites
- Return of furniture & equipment
- IT process computer equipment
- Transportation
- Parking

**Facility-specific guidance**
- Move-in days
- Ventilation and cleaning recommendations
- Occupancy standards
- Foot traffic

**Remote Work arrangement guidance**
- What is “remote work?”
- Practices for out of state and international employment

**Policy and procedure changes**
- Face coverings
- Physical distancing
- Others as needed
Resources
When you need a hand

**Beyond Benefits: Employee Assistance Program**
- Phone 1-855-327-4722
  guidanceresources.com
- Organization web ID: OSUbeyond
- Available 24 hours a day, 7 days a week/Confidential
- Areas of focus include family needs, financial needs, mental/emotional support needs and legal needs.

**EAP Recorded Webinars**
- https://beav.es/3qc

**Care.com**
- Help finding childcare, eldercare, pet sitting, home care, tutors, pod teachers and more.
- Create a free profile using your ONID email at www.care.com/OSU
Systems of Support available now

**Culture of Care Website**

https://hr.oregonstate.edu/work-life/culture-care

- Recorded presentation on employee resources
- Employee Assistance Program
  *Available to entire household*

**OSU Community Hub**

https://familyresources.oregonstate.edu/osu-community-hub

- Connect, learn & share with other Beaver households
- Get to know other OSU colleagues
- Ask questions about child care, caregiving, community resources

**LinkedIn Learning Library**

https://hr.oregonstate.edu/training/linkedin-learning

- OSU Collections provide curated set of courses responsible to COVID-19
- New content offered on returning to work post-COVID
Helpful Tools and Resources

- OSU's latest COVID-related updates
  [https://covid.oregonstate.edu/latest-updates](https://covid.oregonstate.edu/latest-updates)

- OSU's COVID-related FAQs
  [https://covid.oregonstate.edu/faq](https://covid.oregonstate.edu/faq)

- Find your building manager
  [https://my.facilities.oregonstate.edu/buildingMgr/export/PDF/OSU-Building-Managers..20200826.121541.pdf](https://my.facilities.oregonstate.edu/buildingMgr/export/PDF/OSU-Building-Managers..20200826.121541.pdf)

- OSU-Cascades Facilities: Submit a work order at [https://facilities.osucascades.edu/](https://facilities.osucascades.edu/) or contact Steve Pitman ([steve.pitman@osucascades.edu](mailto:steve.pitman@osucascades.edu))

- Environmental Health & Safety guidance on COVID-19 prevention in the workplace
Quick Reminders

- Each unit, location and college will adjust slightly for their needs; keep checking with your supervisor
- Try to be flexible
- Take care of yourself
THANK YOU!