

Return to Campus Webinar - Q&A May 25, 2021

Topic	Question	Answer
Access	Will you continue to require PSU ID cards for building access to aid in contact tracing?	We have yet to make decisions on access control for Fall, but that is one factor we are weighing
Access	Will PSU buildings and facilities be limited to PSU students, faculty, and staff during Fall term? If not, why are we requiring a vaccine?	We have yet to make decisions on access control for Fall and will share information with the PSU community once that has been determined
Access	If we want to work in the office sooner or later, can we? I mean sooner rather than later	Yes. With Multnomah County now in the low-risk category for COVID-19, PSU employees can use on-campus work spaces more regularly provided health and safety guidelines are met. Employees should consult with their supervisors and supervisors should ensure that physical distancing is possible within work areas. (Note that guidelines may change by fall.) PSU ID cards are currently required to enter all buildings.
Access	Will campus buildings remain locked to non-PSU community, given we can't know the vaccination status of those who aren't in our database?	We have not yet decided on building access for Fall. We will communicate this out to everyone this summer.
Access	Is all the buildings continue to have restrict access to only PSU student, staff and faculty? I mean people need to use their PSU ID to into the building	We have not yet decided on building access for Fall. We will communicate this out to everyone this summer.
Access	Will classes be resuming in all buildings on campus where classes are typically held? What about RL5B?	Yes, all buildings are planned for use.
Access	Will all of the building on campus still be card access in the fall, or will return largely to the same card access levels as we were prior to the pandemic? Will anything start to be unlocked prior to the end of summer, given that people want to come in and test out the classroom spaces etc?	We have not yet decided on building access for Fall. We will communicate this out to everyone this summer. Summer term access control will likely remain such that PSU ID cards are required to enter all buildings.
Events / Gatherings	Will there be specific guidance to those of us who have the potential of inviting groups of not-yet PSU students to our campus, indoors.	Yes, Please work with Campus Events and Student Union team on event requirements. We will also share with the community (on the website) updated guidance when that is available.
Events / Gatherings	My department hosts public events. Can we require masks and distancing at our events?	Please work with Campus Events and Student Union team on event requirements. We will also share with the community (on the website) updated guidance when it is available.
Events / Gatherings	Thanks so much for your very helpful session today on returning to campus in the fall. The Retirement Association of PSU (RAPS) has held monthly meetings on campus for its members during the academic year. At this time, given your guidance, we are anticipating that masking will be required indoors in fall term, when we generally meet in rooms at Smith Center. Our meetings also usually have included a light lunch served in a buffet, prior to the formal presentation to our members. Will it be acceptable to have food consumed at these meetings, which will be held indoors on campus?	We are still learning about what guidelines will be necessary for fall term. For events and meetings, please communicate with Campus Events and Student Union team for the most up to date guidance as your meeting dates draw near.
Events / Gatherings	With the vaccine requirement for students, faculty, and staff of PSU, is there university wide guidance on how we will or may interact with prospective students on our campus?	Event and gathering guidance will be updated over the summer.
Events / Gatherings	What is the plan for staff who meet with prospective students and alumni who aren't required to be vaccinated?	At this time, masks are required to be worn on campus and physical distancing is required.
HVAC/AQ	What is being done about ventilation systems that bypass the filtration system?	Ventilation systems do not typically bypass filtration systems. There are many different types of filtration used on different types of building ventilation systems, and wherever possible we have upgraded the filtration to MERV 13 as recommended by ASHRAE (The American Society of Heating, Refrigerating and Air Conditioning Engineers). You can review that list of buildings here: https://www.pdx.edu/environmental-health-safety/indoor-air-quality
HVAC/AQ	How does a department request portable air cleaners and how many can a department get?	Requests for portable HEPA units can be made through the Facilities COVID Supplies Request form and each request is evaluated on a case-by-case basis.
HVAC/AQ	What about elevators? (small spaces, large traffic areas), bathrooms (air dryers, some buildings only few stalls). Are air filters expected to be evaluated in these places?	HEPA units are intended for spaces with longer shared occupancy, like smaller classrooms and offices with three or more people in them. Please
HVAC/AQ	Aside from air filtration, what has been done to improve actual ventilation and air flow in campus buildings?	Ventilation settings have been adjusted per ASHRAE guidance and expert evaluation to optimize outside air levels.
HVAC/AQ	Can departments purchase HEPA Air Purifiers with UV that destroys viruses and bacteria?	Please speak with the Environmental Health and Safety team about the specifications of units. https://www.pdx.edu/environmental-health-safety/
HVAC/AQ	Will individual office have air purifiers if the HVAC system is subpar?	Requests for portable HEPA units can be made through the Facilities COVID Supplies Request form and each request is evaluated on a case-by-case basis.
HVAC/AQ	Which buildings don't have the new MERV filters?	A list of buildings with MERV-13 filters installed is available here: https://www.pdx.edu/environmental-health-safety/indoor-air-quality
HVAC/AQ	In addition to HEPA filter placements, will HVAC systems in all buildings be serviced AT LEAST once annually?	HVAC systems are serviced regularly according to an established preventive maintenance schedule that optimizes performance based on industry standards and best practices.
HVAC/AQ	Regarding HEPA filters for individual offices, what about for staff who work one-on-one with students, such as advisors? How can we have confidential convos with students if we can't close our doors?	Requests for portable HEPA units can be made through the Facilities COVID Supplies Request form and each request is evaluated on a case-by-case basis. Additionally, masks are still a very effective way to protect against COVID-19 transmission.
HVAC/AQ	RE: ventilation, just curious if Facilities considered some of the buildings with fixed windows and whether replacing with windows that open was an option. Thanks!	Opening windows in buildings with modern ventilation systems can actually reduce the effectiveness of the ventilation system. Replacing fixed windows with windows that open is not technically or financially feasible in many of our buildings.
HVAC/AQ	I know on airplanes they said that they circulate air every 2-3 minutes could you speak to how many minutes the classroom air will be filtered?	Building ventilation systems constantly circulate and filter the air, and bring in outside air, during hours of operation. Ventilation systems in buildings like those at PSU are set to optimize air exchanges to the fullest capacity of the system. The number of air exchanges can vary from building to building. Airplanes have large numbers of people in very small spaces and are significantly different environments than our large buildings with high ceilings typical of office and classroom spaces. Our buildings have a much greater volume of air per person than an airplane. Potential airborne contaminants in our buildings are at a much lower level per cubic foot of air.
Masks	What is the expectation for compliance with masks and social distancing? Who is going to enforce these policies?	Masks are currently required in PSU buildings. This policy will be impacted by guidance to campuses from Oregon Health Authority and the CDC and the public health environment.
Masks	Will masks continue to be required on campus? Also, how will that requirement be enforced? Many students are currently sitting in buildings - both alone and in groups - without masks.	It's a layered approach. Masks are incredibly effective, as are vaccines. But not all people are vaccinated, so masking is still a reasonable mitigation measure
Masks	if vaccines are effective, what is the justification for continuing to require masks?	Remind them that masks are required, Inform them of locations they can go on campus to pick up a mask, at no cost. If they refuse to wear a mask, the instructor can ask the student to leave. If the student refuses to leave, the instructor can suspend or cancel the in-person activity. Instructors can make a report to the Dean of Student Life regarding violations of the mask policy.
Masks	What do we say to students who refuse to wear a mask?	
Masks	How will the mask mandate be enforced? As mentioned previously, there are currently students sitting indoors without masks.	
Masks	If employees have a health condition that would make it hard to wear a mask full time (in office all day) who should they notify? HR? Management?	They should contact their supervisor and HR
Masks	To clarify: the mask mandate will or will not be in place in shared spaces in the fall?	At this time, plan is to have it in place
Masks	What are the mask requirements when people indoors are eating/ sharing food and drink indoors?	At this time, food should not be shared. People who are actively eating or drinking can be without a mask, distanced from others.
Masks	What do we say to visitors or community members who refuse to wear a mask in offices?	Masks are currently required in PSU buildings. You can offer them a mask to wear (offices can request a box of single use masks) or ask them to leave and conduct their business online / virtually.
Masks	Are frontline staff responsible for enforcing mask wearing in shared reception spaces? What resources are available for folks in this role?	Masks are currently required in PSU buildings. If someone is not wearing a mask, you can offer a reminder of this policy. If they still do not comply, they can be asked to leave an office space. Students not complying with PSU policy can be reported for student conduct review and employees for HR review.
Masks	Does PSU expect that individual faculty & staff members will be responsible for enforcing the mask mandate?	Masks are currently required in PSU buildings. If someone is not wearing a mask, you can offer a reminder of this policy. If they still do not comply, they can be asked to leave a classroom setting or an office space. Students not complying with PSU policy can be reported for student conduct review and employees for HR review.
Masks	To clarify, unless you are in a completely enclosed office, you would be required to wear a mask?	At this time, yes.
Masks	What accommodations are being made for persons that rely on lip reading?	Clear masks are available and have been offered / recommended for all front desk type areas. If there is addition need, the person can either contact the Disability Resource Center (students) or Human Resources (employee)
Masks	Who should we reach out to about enforcing masks for those of us who will be returning to campus before September?	Related to students, the Office of the Dean of Students; related to employees, Human Resources
Masks	Thank you for hosting the webinar today. I had a question that I don't think they had time to address. Are frontline staff responsible for enforcing mask-wearing in shared reception spaces? How are we expected to handle it if a visitor is not wearing a mask or wearing one improperly?	Masks are currently required in PSU buildings. If someone is not wearing a mask, you can offer a reminder of this policy. If they still do not comply, they can be asked to leave a classroom setting or an office space. Students not complying with PSU policy can be reported for student conduct review and employees for HR review.
Masks	Has PSU considered requiring those with a vaccine exemption to wear a mask while on campus?	We are awaiting public health guidance on this.
Occupancy	Many staffers report to buildings that rely on elevators for access. I have been going into my office monthly and have noted that the current protocols are going to create significant bottlenecks. Will those protocols be adjusted when we return to campus?	When we have updated guidance from Oregon Health Authority and the HECC on occupancy requirements for elevators and other campus spaces we will post it in visible locations and communicate it to the campus community.

Return to Campus Webinar - Q&A May 25, 2021

Topic	Question	Answer
Occupancy	Can you elaborate on the reduced physical distancing requirements. Thank you!	We are still in the world of 6ft required indoors, but that will change in the coming weeks/months. We don't yet know exactly what that will look like yet - eliminating it fully, only needed in some specific settings
Occupancy	What is lunch time policy?	People who are actively eating or drinking can be without a mask, distanced from others. Eating outdoors is a great option as well.
Occupancy	What are physical distancing measures within the workplace we can establish to all shared indoor settings?	Currently, we still require 6 ft of physical distancing indoors
Occupancy	did he say that physical distancing will likely NOT be a required component?	We don't yet know for sure and are working with the Oregon Health Authority, but by September we do not expect physical distancing to be required by OHA in most settings
Occupancy	Will there be restrictions on how many people can be in an elevator at one time	When we have updated guidance from Oregon Health Authority and the HECC on occupancy requirements for elevators and other campus spaces we will post it in visible locations and communicate it to the campus community.
Occupancy	Will elevators have a suggested max number of people posted on them?	When we have updated guidance from Oregon Health Authority and the HECC on occupancy requirements for elevators and other campus spaces we will post it where visible and communicate it to the campus community
Occupancy	How is the capacity on elevators going to be managed?	When we have updated guidance from Oregon Health Authority and the HECC on occupancy requirements for elevators and other campus spaces we will post it where visible and communicate it to the campus community.
Occupancy	What is policy for bathroom usage?	There are currently occupancy limits posted on campus bathrooms. These limits will be reevaluated and communicated to the campus community as public health guidance is updated.
Occupancy	is there people limit in a small space?	Current policy is for 6 feet of physical distancing.
Occupancy	Please clarify any policies regarding sharing food indoors on campus.	At this time, food should not be shared. People who are actively eating or drinking can be without a mask, distanced from others.
Occupancy	Will classrooms and spaces such as offices and building entries, have reduced capacity? If so, how will this be determined and enforced?	When we have updated guidance from Oregon Health Authority and the HECC on occupancy requirements we will post it where visible and communicate it to the campus community.
Occupancy	Our SPHR Clinics are targeting re-opening in the fall for inperson activities. In this Clinic, both PSU employees and graduate students evaluate and treat adults and children with speech, language, hearing and swallowing impairments. We are modeling a draft of safety precautions on what is done at OHSU, and other sources. My question relates to who at PSU offers guidance on re-opening clinics? Is there an approval process for safety recommendations?	I believe this request at SPHR clinic is already being assessed.
Other	Will microphones be given to instructors so that students can hear what they are saying? The store clerk cannot even hear me at the store with my mask.	All general pool classrooms have microphones Student feedback has been incorporated throughout. The student experience survey findings speak to why returning to campus is so important to student success
Other	How was student feedback from the survey that was distributed incorporated into decisions for Fall operations procedures?	Yes, there will be more information about this over the summer.
Other	Will there be more to come later about safety downtown? Downtown is not looking so good these days.	Please review the checklist for departments , it is linked on the Coronavirus Response website.
Other	Are there any purchases that departments should make in preparation for their return?	It is appropriate to gently remind them that all PSU employees faculty and staff are asked to stay home if they are ill. SHAC referral can also be offered. We just can't ask them about vaccination or instruct them to get a test, etc.
Other	What guidance can you give to instructors if a visibly ill student attends class?	PSU guidelines cover PSU related activities no matter where they take place. If there is a specific building you have questions about, please email coronavirusresponse@pdx.edu
Other	Hi- do PSU guidelines cover non-PSU buildings?	This session was intended to speak to issues pertinent to all employees. This session was not able to cover academic / teaching / learning topics.
Other	You mentioned that student employees will not be covered in this session. Will there be a separate session for managers of student employees to address this specific population? Apologies if this was already covered.	All persons should stay home if they feel ill. If someone tests positive for COVID, they should not come to campus. They are asked to notify SHAC of their test result (students or employees). When PSU is notified of a positive test result, PSU will conduct contact tracing and provide notifications to those who are considered immediate contact and provide notification to those in any shared workplaces as required by OSHA guidance.
Other	What protocols are in place in case students, faculty, or staff who have been on campus test positive for Covid 19?	As in spring of 2020, PSU must comply with directives from state and local public health entities.
Other	Once fall term begins, is there any scenario that would force the university to shut all in person operations and go back to being fully remote for both classes and office work?	please check with the Office of the Dean of Students for more on this topic.
Other	Are there any financial resources available to students to move back to Portland if they were displaced due to Covid and are now living outside the Portland area while taking remote classes?	https://www.pdx.edu/environmental-health-safety/indoor-air-quality
Physical Environment	Can we find building specific info. on changes/updates made?	Please speak with the Environmental Health and Safety team about an assessment of your space. https://www.pdx.edu/environmental-health-safety/
Physical Environment	What are strategies for those with offices whose walls don't go all the way to the ceilings-essentially meaning all offices share air.	PSU guidelines cover PSU related activities no matter where they take place. If there is a specific building you have questions about, please email coronavirusresponse@pdx.edu
Physical Environment	Any guidance for those working off-campus in a non-PSU building?	Specific facility modifications, occupancy limits, and access will be reevaluated as public health guidance changes and is updated.
Physical Environment	will you be opening stairwell access in the ASRC building? It will be impossible (time wise) to get to the SSW without stairwell access. How will you address this?	Please review the Plexiglass Guidance
Physical Environment	Can you clarify which workplace areas needs plexiglass installation?	All research requests should be submitted to RGS. They have a process for evaluating that
Research	Do we need to get permission from RGS for research related travel?	All research requests should be submitted to RGS.
Research	This may be a question for the research discussion, if student researchers are to be on campus before the vaccine mandate goes into place (summer), how should this be dealt with, through HR or elsewhere?	Please work with the Office of Academic Affairs and the Office of the Dean of Students about this situation.
Research	At the Disability Resource Center, we have been hearing from students who will be unable to return to in-person classes due to health concerns. What would you advise we tell students beyond "take online courses whenever able?" If a student says they have no choice but to leave PSU, how can we work to retain these students?	Please check with OAI regarding teaching tools.
Teaching / Learning	I am slotted to teach an Attend Anywhere class—I thought it would be a service for students unable to return to campus. However, the university does not seem to be ready with the technology. Any news about technology for this experiment in flexibility?	We are waiting on more information from OHA / CDC.
Teaching / Learning	are large classes with 100+ still expected to meet in person?	Understood. We are working hard to get clarity on this
Teaching / Learning	We (Chemistry and Biology) will be very interested in the resolution of the 100+ student classroom questions, since we teach classes of more than 300 students in the RLSB and use active classroom strategies that have the students interacting and working in groups. Please try and give us as much lead time for planning as you can.	Please work with the Disability Resource Center and the Office of Academic Affairs about this situation.
Teaching / Learning	If disabled students request a remote learning accommodation, how will PSU respond to retain these students at our institution?	SHAC will continue to offer testing on campus for students and we will know closer to fall the resources for faculty and staff.
Testing	What are the Covid-testing options on campus, for those people who are "exempt" from vaccination (who may begin to develop Covid-symptoms and for those people who are vaccinated who might be at risk for "breakthrough" disease due to the co-mingling of vaccinated and non-vaccinated people?	Transportation & Parking Services is working on adaptations to their programs to help meet the needs of employees who are visiting campus less often, and for our entire campus community. For employees, parking is available for purchase by the day, there is a new part-time permit available (3 days a week), and full-time permits will continue to be available. TAPS is also Negotiating new contracts with TriMet, Portland Streetcar, BIKETOWN, and others to provide low-cost sustainable options for PSU community members to travel to campus.
Transportation / Parking	Many of us are concerned about taking public transportation, and expect parking to be more difficult than ever. Will parking options be expanded?	Transportation & Parking Services is working on adaptations to their programs to help meet the needs of employees who are visiting campus less often, and for our entire campus community. For employees, parking is available for purchase by the day, there is a new part-time permit available (3 days a week), and full-time permits will continue to be available. TAPS is also Negotiating new contracts with TriMet, Portland Streetcar, BIKETOWN, and others to provide low-cost sustainable options for PSU community members to travel to campus.
Transportation / Parking	Return to campus - has it been addressed on the possibility of more people traveling to campus on their own (driving) and concern with parking (as employees and students might find it harder to find parking on campus already prior to the pandemic). Public transit is also limiting capacity. This might pose as a problem with travel and employees thinking through how to navigate as we transition back.	This comment has been shared with Transportation and Parking.
Transportation / Parking	Has anyone talk to TriMet about enforcing safety standards on Busses and Max?	

Return to Campus Webinar - Q&A May 25, 2021

Topic	Question	Answer
Transportation / Parking	Why does a "part time" parking employee pass require 3 days per week on campus and not a 2-day option, as is available for students?	The three day permit currently allows the employee to choose which days.
Transportation / Parking	RE: Parking- Will the three day permit offer flexibility on the 3-days (i.e. employee chooses which days) or will the three day permit be static (i.e. M, W, F)?	The three day permit currently allows the employee to choose which days.
Transportation / Parking	Do we know if there are plans for parking on campus during the summer? My office will require us to return in August. I don't want to purchase a year-long permit when I've missed out on some of it, nor do I want to pay for parking on a daily basis until the start of fall term.	Transportation and Parking Services can help identify the best options for your situation: parking@pdx.edu .
Transportation / Parking	For the part-time parking: will this be available at all parking lots?	Please review the options on the Transportation and Parking Services website or contact them directly: parking@pdx.edu .
Transportation / Parking	With employees still working some days on campus and some days at home, will there also be some flexibility on monthly vs weekly or daily bus passes specifically c- tran?	Please review the options on the Transportation and Parking Services website or contact them directly: parking@pdx.edu .
Transportation / Parking	Will discounted bus passes be available by the Sept. 7 return date?	Transit passes available to the PSU community are already discounted.
Transportation / Parking	Will part-time parking permits be issued for just certain days of the week? i.e., M/W/F	The three day permit currently allows the employee to choose which days.
Transportation / Parking	Since lots of folks will be working partly at home and partly in the office, can parking offer a 2 day option as well as a 3 day option? That would help a lot.	The three day permit currently allows the employee to choose which days.
Transportation / Parking	Re: transportation, I'm less concerned about the price and most concerned about the additional exposure to the public for those that rely on public transit to get to campus.	This comment has been shared with Transportation and Parking.
Transportation / Parking	Many people may not be comfortable getting on public transportation for a long time. Is there a plan to expand parking facilities, perhaps with a partnership with the City of Portland's SmartParking.	This comment has been shared with Transportation and Parking.
Transportation / Parking	Is PSU considering establishing a carpool program for those of us who prefer to avoid using public transportation to and from campus but who have no other form of transportation?	Please review this site for current options: https://www.pdx.edu/transportation/carpooling
Transportation / Parking	What happens if public transportation options are not safe or do not have enough capacity? How do we handle this?	This comment has been shared with Transportation and Parking.
Travel	Will the work-related travel ban be lifted on Sept 7 or before?	Travel is currently allowed so long as it is essential. You can find out more here https://www.pdx.edu/financial-services/travel
Vaccine	I understand that the low-risk category is expected for Multnomah County soon - however, I am curious how PSU is taking into account staff, students and faculty who are vaccinated but are immunocompromised and there isn't a lot of data on their vaccination efficacy. How will PSU take this into account with reopening policies and guidelines?	Community members who have a medical condition or treatment that results in being immunocompromised should go through the ADA accommodation process through HR (employees) or the Disability Resource Center (students).
Vaccine	Given that studies are showing immunocompromised people are not showing good antibody response to the vaccine and are more vulnerable to serious illness, what are well telling members of the PSU community who are immunocompromised?	Community members who have a medical condition or treatment that results in being immunocompromised should go through the ADA accommodation process through HR (employees) or the Disability Resource Center (students).
Vaccine	Will employees be offered antibody titers to confirm our ongoing immunity as we approach the period where our vaccine efficacy is expected to wane?	We will follow public health guidance.
Vaccine	What vaccines will count toward the requirement? Pfizer, Moderna, J&J? What about people arriving from abroad? Will other vaccines not distributed in the U.S. be accepted, like AstraZeneca, for example?	All vaccines approved by the World Health Authority, including AstraZeneca, will be accepted
Vaccine	Would somebody have to get both doses of a two-dose vaccine by the start of the term to meet the requirement	If they are awaiting their second vaccine but have received their first, they will meet the requirement and there will likely be a place on the form to indicate that.
Vaccine	How will PSU verify and enforce students, staff, and campus visitors are vaccinated or have completed exemption paperwork?	The policy, exemption process and enforcement process are in development and updates will be shared later in June and July.
Vaccine	Do we know if there will be a quarantine requirement for incoming international students? And will international students who have received vaccines not available in the US be considered as meeting the vaccination requirement? Or will they need to get new shots on arrival?	Any vaccine endorsed by the WHO will meet the requirement. If they have not had the opportunity to receive one, SHAC will provide it at arrival. No routine quarantine is planned for international students at this time other than what would be required by CDC guidelines.
Vaccine	How will students and others coming from out of state or out of the U.S. be screened for vaccination status? Same as everyone else? If they are not vaccinated, will they be eligible for immediate vaccination at SHAC (including non-students)?	Vaccination status will be done by attestation for all students in state and out of state. SHAC will be working on getting all unvaccinated students access to vaccination as soon as possible.
Vaccine	How will PSU support immunocompromised students, faculty and staff at PSU when there is data that shows immunocompromised people not gaining immunity from the vaccine? (NPR article)	This issue is why it is important for anyone who can get the vaccine to do so, and why wearing mask remains a requirement / strong recommendation in many places.
Vaccine	We don't have covid-19 herd immunity yet, and we may still not have it yet by the beginning of Fall term. In which case, wouldn't it be too risky to go back to in-person instruction? wouldn't it be in the best interest of everyone to wait for that to happen ?	We will follow public health guidance for higher education.
Vaccine - Access	Will incoming new students be able to utilize SHAC for the vaccine?	Yes!
Vaccine - Applicability	Is the team determining the vaccine verification process considering all of the people who access campus? For instance, there are students who take part in trainings or go through non-credit solutions. Will there be a process for them to demonstrate compliance with the vaccine requirement?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Applicability	What is the expectation of non-PSU people on campus (prospective students, people in the Portland community, etc) re: vaccinations? Who will ensure those expectations are met?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Applicability	How will vaccine requirement apply to non-credit students (who may only be on campus once or twice for short-term programs)? Is program staff responsible for verifying vaccine status?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Applicability	Will visitors be required to prove vaccination or exempt status before coming to campus? How will this be enforced?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Applicability	Will non-credit students be included in the vaccine requirement?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Applicability	Does the vaccine mandate apply to family members of students visiting for events such as a future in person commencement?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Applicability	Will third-party contractors/service providers need to comply with the vaccine policy/mandate? If so, how would a contract administrator confirm this requirement?	Still working on details, but employees and students that use campus will be required to satisfy the mandate
Vaccine - Exemptions	If the FDA were to approve one of the vaccines during term, and you filed a personal exemption against the experimental vaccines, will students be allowed to finish term or will they immediately not be able to return to campus?	There will be a grace period following that approval in which one would need to comply with the mandate
Vaccine - Exemptions	If routine vaccines are required (boosters), will exempted folks have to get a new exemption every time?	Still working on details including timing issues like this. We will follow public health guidance.
Vaccine - Exemptions	Can someone speak to vaccine exemptions? For those of us who are choosing not to take the experimental vaccine, how do we go about submitting our exemptions?	There will be a medical and non-medical exemption, as well as a temporary deferral related to the FDA approval. Student exemptions / deferral will be managed by SHAC and employees exemptions / deferral will be managed by HR. More details will be available soon.
Vaccine - Exemptions	please talk about what documentation folks may need for medical exemptions. ie: a doctor's letter etc.	There will be a medical and non-medical exemption, as well as a temporary deferral related to the FDA approval. Student exemptions / deferral will be managed by SHAC and employees exemptions / deferral will be managed by HR. More details will be available soon.
Vaccine - Exemptions	If an employee submits a vaccine exemption, will their supervisor be notified or will that information remain only with HR?	That will not be shared with the supervisor
Vaccine - Exemptions	I have an allergy to ingredients in the vaccine and therefore am not able to get the vaccine. Further, I have a medical condition that would threaten and most likely end my life if I get covid especially since I am over 65. Is there an exception to be able to work remotely fall term?	Please speak with you supervisor and / or Human Resources about your specific situation.
Vaccine - Exemptions	Do exemptions for the COVID vaccine include 'personal belief' exemptions in Oregon? If so, how does requiring a vaccination matter if any student can choose not to take it?	There will be a medical and non-medical exemption, as well as a temporary deferral related to the FDA approval. Student exemptions / deferral will be managed by SHAC and employees exemptions / deferral will be managed by HR. More details will be available soon.
Vaccine - Process	How and when will students/staff/faculty submit verification of their vaccination or exemption before the return to campus - if we are? Students have been asking if they will submit it similar to the MMR requirements and wondering if that will be the same for employees.	Still working on details, but employees and students that use campus will be required to satisfy the mandate. SHAC will manage the process for students and HR will manage the process for employees.
Vaccine - Status	Will staff members be able to ask student staff and/or student leaders about their vaccination status so that those vaccinated students are able to return and use spaces on campus?	No, we cannot ask students, staff, or student staff about their vaccination status.
Vaccine - Status	Will there be mask wearing or distancing requirements for in-person classes, even for those vaccinated?	Our current policy is that all persons must wear a mask indoors at PSU, no matter their vaccination status
Vaccine - Status	As a supervisor, I'm concerned about when I'm allowed to ask someone about their vaccine status and when I'm not. Can someone provide clarity on that?	Supervisors should not ask employees about their vaccination status. HR is working on a process to allow transparency to supervisors and employees regarding their ability to work on campus without compromising any medical information.
Vaccine - Status	Can we ask our student employees if they are vaccinated?	No, we cannot ask students, staff, or student staff about their vaccination status.

Return to Campus Webinar - Q&A May 25, 2021

Topic	Question	Answer
Vaccine - Status	How will vaccinated staff be made aware of working with exempted staff? What accommodations will be made?	That information will not be shared.
Vaccine - Status	Will exempted students (who have not had the vaccine) be present in the classroom?	Students that are on campus will have to comply with our vaccine mandate, which requires one to either be vaccinated or opt for a medical or non-medical exemption
Vaccine - Status	Do faculty and staff have a right to know if someone in a class has chosen not to be immunized while still protecting anonymity?	An individual's vaccination status will not be made known
Vaccine - Status	so unvaccinated students with an exemption will be in the classroom?	As will all vaccines, state law allows students to apply for an exemption
Vaccine - Status	In order for staff to determine the safety of their workplace, will departments be able to inform staff about the percentage of people in their department who have been vaccinated?	No
Vaccine - Status	Since we cannot ask about student vaccination status, will we be informed about the percentage of vaccinated students in our own classrooms so we can be more informed about our own risk level?	That is not something that will be provided.
Vaccine - Status	As a licensed childcare center on campus, we're required to know about vaccination status for employees, according to the Early Learning Division. Other campus units probably have similar requirements from various entities. How can we collection vaccination status for student and professional employees?	For those operations that have legal requirements to collect vaccine information, please contact HR for help in facilitating this
Vaccine - Status	I'm concerned about the decision to allow unvaccinated students with non-medical exemptions to be in the classroom. What is PSU's plan if infection rates begin to climb again? Is there a way for students to be informed that an in-person class they are signed up for has an unidentified unvaccinated individual, so that they have the option to elect to change their registration?	Per state law we must allow for exemptions to vaccination requirements.
Vaccine - Status	Will general statistical information be available about how many / what percentage of students are vaccinated vs. what percentage are exempt, or is this information not going to be made public?	This is still under consideration. While we will not publish details such as classroom or workplace rates, it may be possible to provide a general statistic about the whole PSU community / all those to whom the policy applies.
Vaccine - Status	At what scale will vaccination rates be communicated, if at all? Will it be percentage at the university level? College level? Classroom level?	This is still under consideration. While we will not publish details such as classroom or workplace rates, it may be possible to provide a general statistic about the whole PSU community / all those to whom the policy applies.
Vaccine - Status	Now that vaccines are required, are we allowed to ask staff (professional or students) if they have been vaccinated before we allow them to start working in the office again?	No, we cannot ask students, staff, or student staff about their vaccination status.
Other	How have the SEIU and AAUP unions been involved in PSU's return to campus planning?	The return to campus process is ongoing, and our union partners will continue to be a valued element of those conversations. For example, various administrators joined Labor-Management meetings to provide updates and engage in dialogue about return to campus. MOUs and LOA's outlining some of the resulting agreements can be found on the OAA and HR websites.
Work	Can department do hybrid method due to small space with large amount of staff? or MUST return full-time on campus?	The Remote Work guidelines have been updated, but the overall policy has not changed in that it's a decision made by local business units. Please see our resource website for additional help with navigating those local conversations and links to institution-level resources: https://www.pdx.edu/human-resources/return-to-campus-guide
Work	Will departments be able to make decisions on keeping some staff remote or have remote days as best seen fit?	The Remote Work guidelines have been updated, but the overall policy has not changed in that it's a decision made by local business units. Please see our resource website for additional help with navigating those local conversations and links to institution-level resources: https://www.pdx.edu/human-resources/return-to-campus-guide
Work	Will there be hybrid work options? How do these decisions relate to conversations with the unions?	The Remote Work guidelines have been updated, but the overall policy has not changed in that it's a decision made by local business units. Please see our resource website for additional help with navigating those local conversations and links to institution-level resources: https://www.pdx.edu/human-resources/return-to-campus-guide
Work - Leaves	Will PSU extend COVID leave if a staff member gets COVID? If a staff member doesn't have sick leave stored, will they need to take unpaid leave? How will their job be protected if they are unrepresented by a union?	This Human Resources website has information about all the leaves programs: https://www.pdx.edu/human-resources/hr-coronavirus-covid-19-related-materials . Please contact the Leaves team to discuss your specific situation.
Work	When will HR begin reviewing a medical need to work remotely? Should staff be submitting these requests now?	HR will review ADA accommodation requests as they are submitted.
Work	We have a new employee starting soon with a less than ideal work from home situation. Is this employee able to work from our office? Are there guidelines for this?	With Multnomah County expected to enter the low-risk category for COVID-19 by May 26, employees may want to access their spaces on campus more regularly. PSU plans to allow employees to use on-campus work spaces, provided health and safety guidelines are met. (See "Are masks still required on campus?" below.) Employees should consult with their supervisors and supervisors should ensure that physical distancing is possible within work areas. (Note that guidelines may change by fall.) PSU ID cards are currently required to enter all buildings.
Work	What I am hearing is that PSU will try to create an 'as much as vaccinated' environment at PSU. But I don't feel this properly addressed the question about supporting immunocompromised students faculty and staff. Does this mean that staff will be forced to be on-campus even if they are immunocompromised? Can my manager make the decision if I can work remotely?	Please contact Human Resources directly to discuss your situation.
Work	What is the protocol for employees with children too small to be vaccinated? Will we be forced to send them back to daycare so we can return to campus?	Please speak with you supervisor and / or Human Resources about your specific situation.
Work	If our job is not forward facing (or a majority so), can we continue remote work? If our supervisor is requiring that everyone be back but it is not a business need, what recourse do we have to request remote work?	Please contact Human Resources directly to discuss your situation.
Work	What are plans for the PSU Covide childcare leave that is set to end June 30th? Will that be extended, given that there's still limits on childcare due to Covid?	The PSU-specific COVID childcare leave will be ending as previously communicated on 6/30/21, but protected leave is now available for similar reasons (school and childcare closures) through the Oregon Family Leave Act (OFLA).
Work	will we have flexibility to work remotely, and how do we go about getting approval	Please speak with you supervisor and / or Human Resources about your specific situation.
Work	So there will not be a blanket availability of flexible arrangements, especially for employees who are not student-facing?	In an institution as broad as PSU with many different service offerings and departments, a "one size fits all" approach seems awkward. We encourage supervisors to continue weighing the experiences of the past year with the needs for our services in the fall. HR is examining the remote work process to make it more transparent and streamlined.
Work	Some offices can't wait much for specific guidelines from the university in order to plan for fall. Can units make their own plans for remote work arrangements now, and plan on those arrangements, before the university comes out with any changes to the existing remote work (pre-COVID) guidelines?	The Remote Work guidelines have been updated, but the overall policy has not changed in that it's a decision made by local business units. Please see our resource website for additional help with navigating those local conversations and links to institution-level resources: https://www.pdx.edu/human-resources/return-to-campus-guide
Work	If our supervisor is requiring that everyone be back but it is NOT a business need just supervisor preference, what recourse do we have to request remote work?	Please contact Human Resources directly to discuss your situation.
Work	Public k-12 in some school districts won't start until Sept 13. If parents need to work remotely until k-12 is back to in person instruction should they work with their supervisor or with HR?	Please speak with you supervisor first and reach out to Human Resources if additional support is needed to navigate this situation.
Work	Are accommodations for immunocompromised students & staff being made as far as the ability to work remotely or attend class remotely? Even if the class is in-person or the position has moved back to in-person	Please speak with you supervisor and / or Human Resources about your specific situation.
Work	Will HR accommodations allow for employees that are simply nervous about returning to campus to be able to work remotely?	Please speak with you supervisor and / or Human Resources about your specific situation.
Work	If you work in a department that does not directly serve students, will PSU require those departments to return to campus in Fall as well?	Please review guidance from Human Resources: https://www.pdx.edu/human-resources/return-to-campus-guide
Work	How will HR approach processing FMLA requests for remote work due to medical needs in relation to FMLA?	The process for FMLA will remain the same. Please contact Human Resources (Leaves team) directly to discuss your situation.
Work	I'm concerned about how the PSU community and PSU leadership will support the mental health of employees as we transition back to in person work after nearly 18 months of working 100% remotely for some of us. As a community we have experienced a pandemic which I certainly do not have a point of reference to draw from.	Please review guidance from Human Resources: https://www.pdx.edu/human-resources/return-to-campus-guide
Work	I've been seeing many workplaces adopting more flexible hybrid-type models for working going forward post-pandemic (ie in-office days mixed with work from home/flexible days). I was wondering if PSU was/would be considering anything like this to help nurture work/life balance for its employees...obviously for those whose job descriptions would allow for that!	Please review guidance from Human Resources: https://www.pdx.edu/human-resources/return-to-campus-guide

Return to Campus Webinar - Q&A May 25, 2021

Topic	Question	Answer
Work	I attended the webinar Tuesday and while I understand that you cannot give broad sweeping guidelines on remote work given that all departments are different, I do have a general question. If our job is not forward facing, either at all or very little, can we remain remote as long as we are fulfilling business needs? Ex: if a supervisor just thinks it's nice that you are there in person, but there is no business need, what can we do as employees to gain access to more remote work either in a hybrid or all remote schedule? Is there a process if you do not think your supervisor is being reasonable with remote accommodations? I have read the telecommuting policies and they all seem to rely on your supervisor approving your request.	Please contact Human Resources directly to discuss your situation.
Work	What recommendations or procedures will the campus consider for employees that have children that are unable to receive the COVID-19 vaccine due to it not being available/still in the clinical trial phase? - While some PSU employees may be fully vaccinated, employees like myself with children that are unable to get the vaccine may still pass the virus over to their parents, and we would possibly risk exposing colleagues in our office to it. I sincerely hope the university considers extending some remote work opportunities for those that may want to limit contact with other office staff so we don't put our colleagues, vaccinated or unvaccinated, at risk.	Please contact Human Resources directly to discuss your situation.