

JULY 2020

ALL

BISONS

CARE PLAN

# LIPSCOMB UNIVERSITY

IS A PLACE WHERE LIVES ARE TRANSFORMED. EVEN IN UNPRECEDENTED TIMES SUCH AS A GLOBAL PANDEMIC, LIPSCOMB IS A PLACE THAT IS COMMITTED TO INVESTING HOLISTICALLY IN STUDENTS SO THEY CAN GROW INTO THE PERSON GOD DESIRES THEM TO BE.

***The COVID-19 pandemic does not define us.*** Things are a little different on campus right now, but we know that this is only for a season and a short-term interruption in the life of the strong and thriving Lipscomb community. We are planning for an exceptional on-campus student experience this fall—one that will be enriching, fulfilling and life-changing as well as one for the history books. But it will take each member of the Bison Herd working together to protect the health and safety of every member of the Lipscomb community.

***We are Bisons.*** Just like a bison does in the coldest and darkest of winters, we are looking straight ahead as we navigate this unknown “winter” before us. We are tenacious as we take one day at a time in a world we cannot predict. We are strong as individually we do our part for the good of the herd. And we are courageous in our journey as we know that spring always comes after even the bleakest of winters. We are part of the Bison Herd, and together, we are navigating this winter season and walking boldly toward the spring that ***will*** come.

# ALL BISONS CARE

NO COMMUNITY AS LARGE AS LIPSCOMB'S CAMPUS CAN GUARANTEE AN ENVIRONMENT FREE OF COVID-19, AND THE MEASURES DESCRIBED IN THIS PLAN RECOGNIZE THAT REALITY. WHILE MUCH HAS GONE INTO THIS EFFORT TO PROTECT THE LIPSCOMB COMMUNITY, WE TRUST THAT ALL OF ITS MEMBERS – FACULTY, STAFF, STUDENTS AND VISITORS ALIKE – WILL ULTIMATELY TAKE RESPONSIBILITY FOR THEIR OWN HEALTH AND SAFETY AND ACT IN A MANNER THAT DEMONSTRATES RESPECT AND CONSIDERATION FOR THOSE AROUND THEM, CONSISTENT WITH THE HEALTH AND WELLNESS PRACTICES AND PROTOCOLS DESCRIBED IN THIS PLAN.

All Bisons Care is our comprehensive plan to keep our campus and our community safe by limiting the spread of COVID-19. And it will take every member of the Bison Herd doing his or her part to help minimize the risk to the Lipscomb community and to have an enriching campus experience for students this fall.

This plan is based on the following premises:

- **Prevention:** We are doing everything we can to prevent the virus from affecting members of our community. But know that no community can guarantee a COVID-19 free environment.
- **Robust Response:** We are prepared to respond quickly, effectively and medically in the event of a COVID case on our campus.
- **Investment:** We have invested millions of dollars to enhance the resources, supplies, facilities, and equipment needed to respond to the COVID environment we currently find ourselves in.
- **Staffing:** We have proactively increased both our medical staff and student support services staff to assist students during the semester as may be needed.
- **Guidelines:** As a community that believes in the value of knowledge and expertise we have sought the best guidance from federal, state and local entities as well as higher education organizations focused on creating a safe learning community.

To protect the health and safety of the Lipscomb community, we will:

1. Expect each faculty member, staff and student to assume personal responsibility as All Bisons Care and to protect themselves and every member of the Bison Herd.
2. Make changes in health and safety protocols and practices.
3. Offer flexible and innovative instructional options for students and faculty.
4. Protect the most vulnerable members of the Bison Herd.
5. Communicate with consistent communication and clear guidance.
6. Anticipate and plan for contingencies.
7. Be flexible, understanding and patient.
8. Continue to be a community that transforms the lives of our students.

# GUIDING FACTORS

THE BISON INCIDENT MANAGEMENT TEAM MONITORED LOCAL, STATE AND FEDERAL GUIDELINES AS WELL AS HIGHER EDUCATION SPECIFIC GUIDANCE TO CREATE A SAFE CAMPUS ENVIRONMENT FOR STUDENTS AND EMPLOYEES AND TO PLAN FOR THE SAFE RETURN OF STUDENTS THIS FALL. GUIDELINES FOLLOWED IN THE ALL BISONS CARE PLAN INCLUDE:

1. Mayor John Cooper's [Roadmap to Reopening Nashville](#),
2. Gov. Bill Lee's [Tennessee Pledge: Reopening Tennessee Responsibly Plan](#),
3. Tennessee's [Access Guidelines for Higher Education](#),
4. American College Health Association Guidelines: [Considerations for Reopening Institutions of Higher Education in the COVID-19 Era](#), and
5. [Centers for Disease Control and Prevention](#).

## THE ALL BISONS CARE PLAN INCLUDES THE FOLLOWING FOCAL POINTS

1. Personal Responsibility
2. Health and Safety Protocols and Practices
3. Physical Space Changes
4. Instructional Options
5. Protecting the Vulnerable
6. Continued Education
7. Future Planning

Although following these guidelines, Lipscomb has also developed specific plans to address the unique needs of our university campus community. In many cases, Lipscomb is going beyond the guidelines from these organizations to do everything possible — to be a better bison — to protect those on our campus who are most vulnerable to serious consequences of COVID-19.

Because of who we are, All Bisons Care. Everything we are doing now and over the coming weeks and months is aimed at offering the safest experience possible to protect every member of the Bison Herd. While the pandemic can feel overwhelming at times, this plan includes both small steps and large initiatives that we are all taking together to protect ourselves, to protect others and to protect the Lipscomb community.

# 1. PERSONAL RESPONSIBILITY

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**WHEN ALL BISONS CARE EVERY BISON TAKES PERSONAL RESPONSIBILITY TO PROTECT THE HERD – TO PROTECT THEMSELVES, OTHERS AND THE LIPSCOMB COMMUNITY. WE EXPECT EVERY MEMBER OF THE LIPSCOMB COMMUNITY TO**

- Follow critical personal safety practices, including wearing masks where recommended, enhanced personal hygiene practices including frequent hand washing and sanitizer use, adhering to safe physical distancing practices and following all safety instructions and signage.
- Get the required vaccinations.
  - All new and returning students must get vaccinations BEFORE coming to campus. Students not providing evidence of proper vaccinations may not be allowed in the residence hall or to attend class. The meningitis vaccination has been added as required for all students attending Lipscomb.
  - All students, faculty and staff must receive the flu vaccination in the fall, subject to established exceptions.
- Participate in training exercises to learn the required safety practices and navigate the new normal on campus.
- Monitor for and report all symptoms of COVID-19 to Lipscomb Health Services. Lipscomb Health Services oversees the university's comprehensive plan for monitoring the health and safety of our community.
- Keep all living, studying and working spaces clean.
- Participate in testing and contact tracing according to established protocols.

- Respect the health and welfare of all bisons by following these protocols and treat others as you wish to be treated.
- Keep a positive attitude during this unusual season!

## **Respect Leads Community Value**

At Lipscomb University, we value and respect each person and take seriously our responsibility to do what is good for the general welfare of our community. And, if we all lead with respect for others, things will typically work out for the best. We all want to stay open for the fall semester and, while some of that may be out of our control with this pandemic, much of it is within the control of our community and how well we follow the health and safety protocols in place. We commit to approach situations of noncompliance with empathy and understanding and with a focus on education. However, cases of consistent policy violation will not be tolerated as it puts the whole community at risk of having to return to remote learning as well as risking the health of vulnerable individuals within our community. In those extreme cases where policies are consistently violated, disciplinary action may be taken, including up to expulsion or dismissal for students and termination of employment for employees, depending on the facts and circumstances.



### **NEW INCOMING STUDENTS**

QuestWeek new student orientation will be adapted to minimize the risk of COVID-19 transmission and set the stage for a culture of health and safety.

- QuestWeek activities will be adapted to incorporate safety practices that follow established protocols for physical distancing and de-densifying activities that have traditionally been congested.

### **RESIDENCE HALL MOVE-IN**

The residence hall move-in process for all students - new and returning - has been extended to allow for a safer, less congested environment.

- Residence hall move-in for new students will be staggered over three days rather than the traditional two days.
- Residence hall move-in for returning students will take place following new student move-in and will be staggered over three days rather than the traditional two days.



# 2. HEALTH AND SAFETY

## PROTOCOLS AND PRACTICES

BECAUSE ALL BISONS CARE ABOUT EVERY MEMBER OF THE HERD, WE HAVE MADE SOME CHANGES AND ENHANCEMENTS TO OUR HEALTH AND SAFETY PROTOCOLS AND PRACTICES. WE EXPECT EVERY MEMBER OF THE LIPSCOMB COMMUNITY TO FOLLOW THE PERSONAL RESPONSIBILITY GUIDELINES NOTED PREVIOUSLY. BUT WE HAVE ALSO IMPLEMENTED NEW INSTITUTIONAL INITIATIVES THAT WILL HELP MAKE THE COMMUNITY SAFER FOR ALL.

### ESTABLISH A COMPREHENSIVE TESTING AND CONTACT TRACING SYSTEM

The ability to test and trace individuals who have been infected by COVID-19 is key to containing the spread of the virus on campus.

- We have created internal capabilities to rapidly assess, sample and test any student, faculty or staff member reporting COVID-19 symptoms and those identified through clinically relevant contact tracing. Testing protocols are established in conjunction with CDC guidelines.
- Testing protocols may include the proactive testing of roommates, screening of athletic teams, closely monitoring selected sites and surveillance testing throughout the semester.
- Additionally, we have built a mechanism for actively and accurately tracing contacts of those who test positive for the virus through a combination of in-person interviews and technology.

### ISOLATION PROTOCOLS

Quick identification and isolation of those with positive cases or of those who have been exposed to someone with an active COVID-19 case is essential in minimizing the spread of the virus on campus. Following CDC guidelines, students and employees will be required to complete an appropriate self-isolation period under the following circumstances:

- Individuals who test positive for COVID-19.
- Individuals who through contact tracing protocols are determined to have been in close contact with an individual who has tested positive for COVID-19.
- Per CDC guidelines there may be additional isolation protocols for those who are high-risk due to preexisting health conditions.

Students are encouraged and expected to self-isolate at home or with nearby friends or family. Lipscomb will have a limited number of isolation rooms for students who cannot return home due to extreme circumstances. On-campus isolation space is limited and not guaranteed.

WITHOUT A DOUBT, FUTURE POSITIVE CASES OF COVID-19 WILL BE DISRUPTIVE IN OUR COMMUNITY AND WILL IMPACT PARTICIPATION IN CLASSROOMS, COMMUNITY EVENTS AND ATHLETIC EVENTS. AND, WHEN THOSE CASES HAPPEN, YOU CAN BE ASSURED THAT WE HAVE DETAILED GUIDELINES AND PROCEDURES TO FOLLOW THAT EVERYONE IN THE COMMUNITY CAN COUNT ON. THESE GUIDELINES AND PROCEDURES ARE BASED ON ADVICE AND GUIDANCE FROM THE CDC, THE STATE OF TENNESSEE AND MEDICAL EXPERTS WITH WHOM WE CONSULT IN MATTERS SUCH AS THIS. WE ARE USING THE BEST GUIDANCE AVAILABLE TO PROTECT OUR STUDENTS AND EMPLOYEES! SO, WHEN A POSITIVE COVID-19 CASE IS IDENTIFIED WITHIN OUR COMMUNITY, WE WILL FOLLOW THESE GUIDELINES IN ALL CASES.

- **Symptoms Identified.** Any person experiencing COVID-19 symptoms should stay home, consult a medical professional and be tested for COVID-19. Students and employees may contact the Lipscomb Health Center for a COVID-19 test. The COVID-19 test in the Health Center provides a very quick response, usually within one hour. To contact the Lipscomb Health Center, email [healthservices@lipscomb.edu](mailto:healthservices@lipscomb.edu) or call 615-966-6304.
- **Medical Care.** The Lipscomb Health Center is available to any student experiencing any illness symptoms and will provide appropriate medical care and supplies. Students who need more extensive medical care than can be provided by the Health Center will be referred to a local hospital or other medical facility.
- **Positive COVID-19 Test.** Any employee or student who receives a positive COVID-19 test must report the results to the Lipscomb Health Center and must self-isolate for the longer of 10 days or until asymptomatic and fever free for 24 hours.
- **Contact Tracing.** When a person in the Lipscomb community (student or employee) tests positive for COVID-19, the Lipscomb Health Center will conduct contact tracing to identify any person within the Lipscomb community who may have been in contact with the positive COVID-19 case. This is done in compliance with HIPAA and helps to ensure a safer environment within our Lipscomb community.
- **Direct Contact with a Positive COVID-19 Case.** If you know you have been in contact with a person who tested positive for COVID-19, you need to report your exposure to the Health Center and consult a medical professional or the Lipscomb Health Center. Following contact tracing protocols, Health Center staff will determine if you require self-isolation for a period of 14 days or 20 days for those who are immunocompromised.
- **Report.** Report any positive COVID-19 tests or exposure to a confirmed COVID-19 case to the Lipscomb Health Center.
  - **Students Report.** Students who are in self-isolation should report their status to the student care coordinator in the Office of Student Wellbeing by emailing [studentlife@lipscomb.edu](mailto:studentlife@lipscomb.edu) as well as to EACH of their instructors to request remote learning options.
  - **Employees Report.** Employees who are in self-isolation should report their status to their supervisor and to the Office of Human Resources at [hr@lipscomb.edu](mailto:hr@lipscomb.edu).





### CRITICAL SUPPLIES AND EQUIPMENT

The university will order, acquire and maintain a supply of critical equipment and supplies to protect the Lipscomb community and limit the spread of COVID-19 on campus. These supplies will include face masks, hand sanitizer, disinfecting wipes and cleaning supplies such as Clorox 360.

### BISONS CARE KITS

Each undergraduate student and employee will receive a Bisons Care Kit that includes essential items for protecting and monitoring their health, including

- a reusable Lipscomb face mask
- hand sanitizer
- disinfecting wipes
- a thermometer
- informational handouts
- Life Savers



In addition, extra face masks (both disposable and reusable) will be made available in locations across campus.

### ALTERNATIVE FALL 2020 ACADEMIC CALENDAR

On-campus instruction will be offered Aug. 24-Nov. 20, without the usual Labor Day holiday or Fall Break in October. Following Thanksgiving break, undergraduate instruction will be completed by remote means, including the final exam period. Residential students will have the option to return to campus but will complete their coursework and finals in a remote format. The delivery format for graduate courses after Thanksgiving will be determined on a case-by-case basis.

### DECEMBER COMMENCEMENT

A decision on the format for the December commencement is forthcoming and will be consistent with regional guidelines.

### OFFICE OF HEALTH AND WELLNESS/LIPSCOMB HEALTH SERVICES

Lipscomb's Office of Health and Wellness (OHW) manages the Lipscomb Health Center for students and employees to facilitate case management for the health and wellbeing of the entire Lipscomb community with respect to the COVID-19 virus.

- The OHW will interface with local, state and federal health authorities and healthcare providers, will oversee the clinical care of Lipscomb students, monitor symptoms, testing, contact tracing, isolation and quarantine decisions for students and employees, and provide guidance on the university's plan to return to campus and classroom and student activities on campus.
- The Lipscomb Health Center is available to any student experiencing any illness symptoms and will provide appropriate medical care and supplies. The clinic staff will use telehealth as the governing medical boards allow to contact students to check on their progress. Students who need more extensive medical care than can be provided by the Health Center will be referred to a local hospital. To contact the Lipscomb Health Center, email [healthservices@lipscomb.edu](mailto:healthservices@lipscomb.edu) or call 615.966.6304.

### MENTAL HEALTH AND COUNSELING SERVICES

For many, the COVID-19 pandemic has been a time filled with anxiety, fear, isolation, challenges and changes over the last few months. Lipscomb's University Counseling Center is a free resource available to any student who would like to access their services. The counseling center is available both in-person and via telehealth as the governing medical boards allow. To contact the University Counseling Center, email [counselingcenter@lipscomb.edu](mailto:counselingcenter@lipscomb.edu) or call 615.966.1781.

### ON-CAMPUS HOUSING PROTOCOLS

On-campus housing protocols are in place to protect the most vulnerable students with health conditions that place them at greater vulnerability to severe illness due to COVID-19. These students will be offered reasonable accommodations as deemed appropriate based on applicable regulations and requirements, such as single rooms and rooms with lower frequency of shared bathroom space. Each residence hall will have health and safety protocols tailored to the specific living situations of the residence hall.

### GUIDELINES FOR STUDENT ORGANIZATION & GROUP MEETINGS

Recognizing that the broad and diverse nature of Lipscomb's student organizations significantly contributes to the educational experience, we are committed to fostering an environment that supports their activities while prioritizing the health and safety of their members.

Student organizations will follow these safe student group meeting protocols:

- Complete an online workshop for student leaders of student organizations regarding new practices, including how to encourage leaders in these groups to have an-All Bisons Care mindset and to lead by example in modeling personal responsibility to protect the herd.
- Develop guidelines for event planning that include social distancing protocols and other safe practices, such as temperature checks.
- Support the reformatting of activities to maximize safe practices, such as outdoor and virtual events.
- Encourage student leaders to create opportunities for Lipscomb students who are learning remotely to engage with their fellow students.



# 3. PHYSICAL SPACE CHANGES

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ON-CAMPUS LIVING, LEARNING AND WORKING HAPPEN IN A NUMBER OF PHYSICAL SPACES ON CAMPUS THAT WE ALL ENJOY AND ARE PART OF OUR DAILY ROUTINE AT LIPSCOMB. AS PHYSICAL DISTANCING IS A KEY COMPONENT OF MINIMIZING THE SPREAD OF COVID-19, CLASSROOMS, LIVING SPACES, DINING AREAS, WORK SPACES, FAVORITE HANGOUTS AND STUDY SPACES WILL BE ADJUSTED TO ALLOW FOR SAFE PHYSICAL DISTANCING, WITH AN ENHANCED COMMITMENT TO THE HEALTH AND SAFETY OF OUR CAMPUS COMMUNITY.

## CLASSROOM AND INSTRUCTIONAL SPACES

All classroom spaces will be redesigned using the following guidelines:

- Reduce student occupancy by 50%-70% to allow for appropriate social distancing.
- Instructors will wear a face covering, be 6-10 feet from students and/or use appropriate face shields or other barriers.
- Create new traffic patterns for designated entrance/exit procedures and traffic flow patterns.
- Enhance classroom cleaning and disinfecting procedures.
- Additional barriers and protections will be provided in labs and other instructional spaces where occupancy of more than 50% must be maintained.
- Increase required personal hygiene measures for common contact points in more interactive teaching environments.
- All class participants must wear face masks and students will be encouraged to face the same direction as much as possible.

## RESIDENCE HALLS

Proper physical distancing in residence halls, new cleaning and sanitation protocols and overall enhanced hygiene practices will be enacted.

- Capacity limitations will be in place for community lounges, elevators, and laundry rooms.
- All on-campus residents will be asked to have an-All Bisons Care mindset and to lead by example in modeling personal responsibility to protect the herd and to keep their personal belongings and space clean and sanitized.

## COMMON SPACES

All spaces on the Lipscomb campus are being assessed one-by-one to ensure proper health and safety updates are made, appropriate signage is posted and common-use spaces are addressed. Gathering in common spaces where physical distancing is not being observed will be discouraged. Additional outdoor gathering locations are being added across campus.





### DINING SPACES

Sodexo, operating as Lipscomb Dining Services, provides all dining services on campus including the Bison Cafe dining hall, the food court area in Bennett Campus Center, Au Bon Pain in the Student Activities Center and the food kiosk in the Nursing and Health Sciences Center.

- For the fall semester in the Bison Cafe dining hall, Sodexo will offer reduced occupancy, enhanced cleaning and sanitization, and carry-out meal options. Self service buffet and drink stations will not be available.
- New physical distancing queuing procedures will be in place with one-way traffic through the dining locations.
- All Lipscomb Dining Services retail facilities will comply with all authoritative guidance for restaurant establishments.
- Special dietary needs will continue to be met.

### STUDENT ACTIVITIES CENTER

The opportunity for physical exercise is an important aspect of campus life. In the Student Activities Center,

- Physical distancing will be required for all exercise and fitness activities.
- Any partner/group activities that involve equipment sharing will be prohibited.
- Various offerings to work around these new regulations while still following all necessary precautions will be made available.

### REMOTE WORK

Since March 23, 95% of Lipscomb's administration, faculty and staff have been working remotely. As we prepare for a return to campus for students this fall, all employees are expected to transition from their remote work settings to their normal on-campus setting no later than August 1. As an educational institution, our work is our students. With a student body of more than 4,700 students, most of whom attend classes on campus, we must be prepared to welcome, support and serve them upon their arrival.

- We expect each member of the administration, faculty and staff to assume personal responsibility as All Bisons Care and to protect themselves and every member of the Bison Herd.
- Employees requiring accommodation and those who work in shared or congested workspaces may continue to work remotely with approval from the Office of Human Resources. Contact [hr@lipscomb.edu](mailto:hr@lipscomb.edu).



# 4. INSTRUCTIONAL OPTIONS

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THE SUCCESS OF  
THE FALL SEMESTER  
DEPENDS ON OFFERING  
STUDENTS CONVENIENT  
AND INNOVATIVE  
OPTIONS FOR FALL  
2020 SEMESTER  
INSTRUCTION.

- **LipscombFlex** - During the summer months, campus personnel are working to create a unique course delivery model we call *LipscombFlex*. *LipscombFlex* will offer faculty and students a flexible means to adjust the mode of teaching classes that includes both in-person and remote/online learning opportunities. How each class incorporates *LipscombFlex* will depend on the class content, room design, student and faculty safety needs, and learning modality best suited for the topic.
- **Lipscomb Online** - Lipscomb Online (LO) is an academic branch of the institution that offers a fully online learning experience for students. All Lipscomb students in the fall can select to enroll in any *Lipscomb Online* courses that meet their degree requirements. Although not every course offered in the traditional curriculum is available in LO, many of the LO courses, especially in the general education curriculum, are online, exact replicas of the traditional, on-ground classes. Students interested in taking LO courses for this fall, please contact [online@lipscomb.edu](mailto:online@lipscomb.edu).



## TUITION AND FEES FOR 2020-21

The institution has gone to tremendous efforts to respond to and prepare for the COVID environment we are all finding ourselves in. The millions of dollars we have invested will be evident in the enhanced resources, supplies, facilities, equipment, and staff needed to support and assist students as needed. In the classroom we are prepared to provide students with multiple learning options (in class, remote and online) to fit your needs during this semester. Students will receive a high-quality education regardless of the delivery mode or course format. Lipscomb is committed to your academic and personal growth and will support your learning and development consistent with our mission to provide you with a rich learning experience that is innovative and inclusive. We are pleased to inform you that these additional costs are being absorbed by Lipscomb. The tuition and fees paid by students are in exchange for learning, academic credit and certain non-academic services that will be provided and will be the same whether courses are provided on campus, in a hybrid environment or in an entirely remote or online format.



# 5. PROTECTING THE VULNERABLE

## COVID-19 ENVIRONMENT

COVID-19 is a highly contagious and potentially life-threatening disease with no vaccine currently available. The highly contagious nature of COVID-19 means that being in close proximity with other individuals, or contact with surfaces that have been exposed to the coronavirus, can lead to infection. Additionally, many individuals who are infected with COVID-19 may be asymptomatic and unknowingly spread the virus to others. Because of its highly contagious and sometimes “hidden” nature, it is currently very difficult to control the spread of COVID-19 or to determine whether, where, or how a specific individual may have been exposed to the disease.

Lipscomb University holds as paramount the health, safety and welfare of every member of its community. The university is engaged in numerous efforts to prevent, mitigate, and respond to the spread of COVID-19 on campus, and has put in place certain safety rules and precautions, which may be updated from time to time. Minimizing the spread of COVID-19 is a shared responsibility, and the university expects and requires all members of the Lipscomb community to do their part by following proper protocol. Despite the university's best efforts, however, it is impossible to eliminate the risk of positive cases or an outbreak of COVID-19 on campus. The university cannot guarantee a COVID-19-free environment. Students, employees and guests who are physically present on the university's campus or interact with other members of the Lipscomb community may be exposed to and contract COVID-19, which could result in severe illness and death, and voluntarily assume all risks related to exposure to COVID-19.

## ACCOMMODATION REQUESTS

It is important during this unique time in our community that we establish clear criteria and processes for accommodation requests to make them easily accessible for those who need them most.

- Students and employees will self-assess and self-report their vulnerability level, with appropriate and necessary accommodations requests.
- A secure process for intake of requests is established that is respectful of healthcare privacy concerns.
- Students request accommodations through the ACCESS Ability Program at [accessability@lipscomb.edu](mailto:accessability@lipscomb.edu), and employees request accommodations through the Office of Human Resources at [hr@lipscomb.edu](mailto:hr@lipscomb.edu)





# 6. CONTINUED EDUCATION

WITH THE EVER-EVOLVING NATURE OF THE COVID-19 PANDEMIC, IT IS IMPERATIVE THAT THE LIPSCOMB COMMUNITY RECEIVES CONTINUAL EDUCATION, TRAINING AND COMMUNICATION ABOUT PROTOCOLS, PRACTICE AND OTHER IMPORTANT INFORMATION. TO FACILITATE THE ALL BISONS CARE SPIRIT ON CAMPUS, WE WILL:

- Provide updates on the COVID and/or Return to Campus websites for the latest information, guidance and answers to FAQs.
- Create and disseminate engaging and meaningful collateral around the All Bisons Care plan through handouts, signage, emails, social media and other communication channels.
- Instill a culture of personal responsibility and daily action that All Bisons Care to protect myself, others and our Lipscomb community.
- Provide training on protocols and procedures to employees as they are on the front-lines with students and need to lead by example.
- Provide training on protocols and procedures to resident hall assistants and other student leaders so they can lead by example.

## FUNDING RESOURCES

Alumni and friends can help ensure a safe environment for students, faculty and staff by supporting the Lipscomb Opportunity fund. To make a gift, visit [www.lipscomb.edu/give](http://www.lipscomb.edu/give).



# 7. FUTURE PLANNING

IF THE ONSET OF THE GLOBAL COVID-19 PANDEMIC HAS TAUGHT US ALL ONE THING IT IS TO EXPECT THE UNEXPECTED. IT HAS ALSO TAUGHT US TO BE NIMBLE IN OUR RESPONSES TO THE EVER-CHANGING NATURE OF THE CIRCUMSTANCES. THE BISON INCIDENT MANAGEMENT TEAM IS DEVELOPING A RANGE OF CONTINGENCY PLANS BASED ON SITUATIONS THAT MIGHT OCCUR AND THAT MAY REQUIRE A CHANGE IN UNIVERSITY OPERATIONS AND ACTIVITIES.

Lipscomb is making contingency plans for the following, however likely or unlikely:

- Circumstances that may require the institution to pause or shut down some or all on-campus activities.
- A major outbreak of COVID-19 on campus including considering the
  - Capacity of surrounding healthcare and treatment capabilities to serve this need.
  - On-campus testing and medical capabilities.
  - Available isolation capabilities for students both on and off campus.
- Student resilience during challenging times and isolation requirements.
- Financial contingencies for students and business continuity.
- Taking into account what is happening in the surrounding community, and federal, state and local guidelines.



# ALL BISONS CARE

IT WILL TAKE EACH MEMBER OF THE BISON HERD WORKING TOGETHER TO PROTECT THE HEALTH AND SAFETY OF EVERY MEMBER OF THE LIPSCOMB COMMUNITY. DO YOUR PART TO PROTECT THE HERD.

Share your questions, comments and ideas with the Bison Incident Management Team at **COVIDquestions@lipscomb.edu**.

Learn more about the Bisons Return to Campus Plan at **[www.lipscomb.edu/return-campus-plan](http://www.lipscomb.edu/return-campus-plan)**.

To join the Lipscomb mission, visit **[www.lipscomb.edu/give](http://www.lipscomb.edu/give)**.

For more specific questions, employees may contact the Office of Human Resources by emailing [hr@lipscomb.edu](mailto:hr@lipscomb.edu) or contacting Christy Hooper, vice president of human resources, at 615.966.6190. Students may contact the Office of Student Life by emailing [studentlife@lipscomb.edu](mailto:studentlife@lipscomb.edu) or contacting Al Sturgeon, vice president of student life and dean of students, at 615.966.6058.

The Bison Incident Management Team, a cross-disciplinary task force, has developed the plans, policies, protocols, guidelines, tools, strategies and tactics needed for the successful return to campus to help every member of the Lipscomb community stay safe and healthy this fall. These individuals have engaged with and enlisted the services of other faculty, staff, students, alumni and outside experts as they have managed Lipscomb's response to the pandemic and developed the plan to return to on-campus instruction this fall.

## BISON INCIDENT MANAGEMENT TEAM

1. Team Leader: **Dr. Susan Galbreath**, senior vice president for strategy
2. Learning and Instruction: **Carol Lusk**, director of academic finance
3. Student Experience: **Al Sturgeon**, vice president of student life and dean of students
4. Health and Wellness: **Dr. Kevin Eidson**, director of health and wellness and professor of pharmacy
5. Risk Management: **Kathy Hargis**, associate vice president of risk management
6. Communication: **Kim Chaudoin**, assistant vice president of public relations and communications

