

FALL SEMESTER 2021

ALL

BISONS

CARE PLAN

# ALL BISONS CARE

---

AS WE APPROACH THE BEGINNING OF A NEW ACADEMIC YEAR AND CELEBRATE THE SUCCESSFUL COMPLETION OF THE 2020-21 SESSION, WE ARE THANKFUL FOR THE DILIGENT WORK OF EVERY MEMBER OF THE LIPSCOMB COMMUNITY FOLLOWING THE HEALTH AND SAFETY PROTOCOLS IN PLACE AND DOING THEIR PART TO PROTECT THE BISON HERD. WITH THE EMERGENCE OF NEW VARIANTS OF THE COVID-19 VIRUS, IT IS IMPORTANT THAT EVERY MEMBER OF THE LIPSCOMB COMMUNITY CONTINUE TO DO THEIR PART TO PROTECT THE HEALTH AND WELLNESS OF THE BISON HERD.

In the All Bisons Care plan for the fall semester, you will find the current policies and COVID-19 response plan. As has been the case over the last 17 months, the situation in the community around us and on-campus is fluid and can change rapidly, as can the guidance from local, state and federal health officials. The Lipscomb community must remain **flexible, adaptable** and **nimble** to continue to react quickly as together we work to protect the health and wellness of our students, faculty and staff if conditions and protocols change. We will notify the Lipscomb community via email, the website ([lipscomb.edu/covid](https://lipscomb.edu/covid)) and through campus signage when changes occur.

Our goal remains to keep our campus and our community safe by limiting the spread of COVID-19, to promote the general health and wellness of students, faculty and staff and to limit disruption in our business continuity as much as possible. It is always a top priority

to create a healthy and safe campus for our community to be able to offer an enriching experience for our students.

The good news is that with the increasing number of fully vaccinated individuals the relaxing of many of the previous protocols is possible. We will continue to monitor the local, state, federal and higher education guidelines and the science surrounding the COVID-19 environment and will provide any updates as needed in these guidelines and recommendations. To protect the health and safety of the Lipscomb community, we will: expect each member—faculty, staff and student—to assume personal responsibility to follow the All Bisons Care Plan and to protect themselves and every member of the Bison Herd; make changes in health and safety protocols and practices as needed by the changing circumstances; and anticipate and plan for contingencies.

## WEB RESOURCES

Students, employees and parents can find full information regarding Lipscomb's health and safety protocols as well as its continued response to the COVID-19 pandemic on the Lipscomb website at [lipscomb.edu/covid](https://lipscomb.edu/covid).

## GUIDING FACTORS

The Bison Incident Management Team monitors local, state and federal guidelines as well as higher education specific guidance to create a safe campus environment for students and employees. The All Bisons Care Plan is built on these guidelines and guidance, as well as that of outside medical experts, and includes the following sources:

- **Metro Public Health Department**,
- **Advisory Committee on Immunization Practices** (ACIP), and
- **Centers for Disease Control and Prevention**.

Updates on the COVID-19 situation for the Metropolitan-Nashville area may be found [here](#). The Centers for Disease Control and Prevention (CDC) has the most up-to-date information regarding the COVID-19 pandemic and updates can be found [here](#).

## ASSUMPTION OF RISK

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 protocols. 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 of COVID-19.



# HEALTH AND SAFETY PROTOCOLS AND RESOURCES

BECAUSE ALL BISONS CARE ABOUT EVERY MEMBER OF THE HERD, WE EXPECT EVERY MEMBER OF THE LIPSCOMB COMMUNITY TO CONTINUE TO PRACTICE PERSONAL RESPONSIBILITY AND FOLLOW THE HEALTH AND SAFETY PROTOCOLS AND PRACTICES IN PLACE. AT THIS TIME, THE FOLLOWING PROTOCOLS ARE IN PLACE BUT ARE SUBJECT TO CHANGE DEPENDING ON FEDERAL, STATE AND LOCAL HEALTH GUIDELINES.

## REQUIRED REPORTING BEFORE RETURNING TO CAMPUS

Students who return to on-campus classes or living in the fall must submit **ONE** of the following in MedProctor before returning to campus:

- **proof of completing the required series of COVID-19 vaccinations** (i.e., two doses for Moderna and Pfizer or one dose for Johnson and Johnson) at least two weeks before returning to campus, **OR**
- **a negative PCR COVID-19 test** taken within **five days** prior to moving into the dorm or attending any on-campus classes, **OR**
- **evidence of a positive COVID-19 test result within the last 90 days but before the last 14 days prior to returning to campus.**

Students who present documentation for a complete vaccination series *will not* be required to quarantine after exposure to a COVID-19 positive case (unless they are exhibiting symptoms) and will not be included in any random surveillance testing throughout the semester. Students who present proof of a negative PCR COVID-19 test and those who are more than 90 days past a positive COVID-19 test result may be required to participate in university COVID-19 surveillance testing throughout the semester and will not be allowed to be on campus following an exposure to a positive COVID-19 case for the time period specified by the Health Center.

A PCR COVID-19 test requires submission of the sample to a certified laboratory for analysis and the **results typically take between 24-72 hours**. Please note that this is not a “rapid point of care” test where results are available within an hour or so. The PCR COVID-19 test is the most reliable test to diagnose positive cases where individuals are asymptomatic. While results are typically provided within 24-72 hours, increased testing in areas may cause additional and unexpected delays in receiving test results. Students should seek testing at their home location prior to returning to campus. This test is available at various COVID-19 testing locations sponsored by public health departments in your home county or state and at private medical facilities. Some testing sites have a fee for testing. Students living in Tennessee can locate testing sites [here](#) prior to returning to campus. **Students should prepare for any unexpected delays in their COVID-19 test results and make plans to study from home until their PCR COVID-19 test result is received.**

After taking the PCR COVID-19 test and while awaiting the test results, students and employees should take additional precautions to limit their exposure to others and reduce their activities to lessen the likelihood of an exposure after taking the test.

STUDENTS SHOULD SUBMIT PROOF OF THEIR VACCINATION, NEGATIVE PCR COVID-19 TEST RESULTS OR POSITIVE COVID-19 TEST THROUGH MED+PROCTOR USING THEIR ESTABLISHED STUDENT ACCOUNT BEFORE THEY RETURN TO CAMPUS FOR FALL. **CLICK HERE** FOR STEP-BY-STEP INSTRUCTIONS FOR UPLOADING INFORMATION TO MED+PROCTOR. STUDENTS WHO LIVE IN THE DORM SHOULD ALSO BRING PROOF WITH THEM AND PRESENT IT TO THEIR RESIDENCE HALL DIRECTOR BEFORE RETURNING TO THEIR DORM.

### GENERAL HEALTH PROTOCOLS

In the fall semester, we will continue to follow the basic health protocols as outlined on the [General Health Protocols](#) website and summarized below. We will monitor the changing environment and will likely have updates to these policies from time to time.

1. **Wear a mask when appropriate.** Review the current face mask policy [here](#). Read more [here](#) about types of masks you can use to protect yourself and others from getting and spreading COVID-19.
2. **Physically distance yourself** if you are not vaccinated and/or when those around you are exhibiting signs and symptoms of COVID-19 as practical.
3. **Wash your hands.**
4. **Continue monitoring your own health** and note any abnormal findings to the Report an Illness reporting system.
5. **Stay home when you are sick** or exhibiting any COVID-19 symptoms.
6. **Report an illness promptly.**
7. **Report international travel.** Students or employees who travel internationally are required to report their travel using this [link](#). After submitting this information, students and employees will be notified of the appropriate post-travel protocols based on their travel location, including whether testing and/or a quarantine period is required. Read more [here](#) if you are planning international travel.

Failure to adhere to any requirement may result in disciplinary action, including up to expulsion or dismissal for students and termination of employment for employees, depending on the facts and circumstances. Student violations will be reported to **Tasha Coleman**, director of community standards, and will be processed in accordance with the Student Handbook. Employee violations will be reported to their supervisor and will be processed in accordance with the Employee Handbook.

The institution reserves the right to institute appropriate protocols at any time for all or for any group or segment of the Lipscomb community.

### VACCINE BENEFITS

Lipscomb University Health Center has been certified as a leading facility to receive and distribute the COVID-19 vaccination series. University students over 18, faculty and staff can contact the health center to schedule an appointment to receive the vaccine. ***According to the CDC, getting a COVID-19 immunization can help protect you from getting sick or severely ill with COVID-19. With the COVID-19 pandemic still in full force, we strongly encourage students, faculty and staff to get the vaccination to help reduce the spread of the virus and to fully engage in in-person activities on campus.***

The benefits from being vaccinated assist in mitigating the virus to protect the health of our community and will limit disruptions to day-to-day activities. Safe and effective vaccines for COVID-19 help reduce negative effects from the coronavirus pandemic. According to the CDC, the vaccines:

- help fewer people be infected.
- lower the number of people who have to be cared for in the hospital.
- reduce the long-term effects of COVID-19.
- lower the number of deaths from COVID-19.

Read more information about the COVID-19 vaccine [here](#).



The institution reserves the right to institute protocols, including but not limited to masks, physical distancing and surveillance testing, at any time for all or for any group or segment of the Lipscomb community. The CDC has provided guidelines for fully vaccinated asymptomatic individuals [here](#) that includes exemption from screening tests, if feasible. Additionally, students, faculty and staff who require **isolation or quarantine will be required to do so off campus**. There is not guaranteed on-campus isolation or quarantine space for any student. Students must be pre-approved for consideration of use of any of the limited on-campus space, and the space will be filled on a first-

### ISOLATION AND QUARANTINE

Beginning this fall, all residential students must present a viable and confirmed plan for off-campus housing arrangements should it be needed for COVID or any other situation. Lipscomb will no longer provide or guarantee on-campus isolation/quarantine housing. Residential students must submit their off-campus housing plan using this link: [2021-22 Quarantine/Isolation Plan](#).

The quick identification and isolation of those with positive cases and quarantining of those who have been exposed to someone with an active COVID-19 case are essential in minimizing the spread of the virus on campus and will help us continue to manage and minimize its spread successfully. If you have tested positive for COVID-19 or have been in direct contact with a person who has tested positive for COVID-19, you need to report your exposure to the Health Center using the [Report an Illness](#) form. The Health Center staff will follow the most current CDC isolation and quarantine guidelines found [here](#). The guidelines may vary based on the vaccination status of the person exposed.

- **Students will be required to have a viable plan for isolation or quarantine in an off-campus location.**

### REPORT AN ILLNESS

Students, faculty and staff who are experiencing symptoms that may be related to COVID-19 must stay home and report your illness immediately using the [Report an Illness](#) form. This form is monitored and will be kept strictly confidential on a need-to-know basis, and your submission will be responded to by a member of the Lipscomb University Health Center staff. Lipscomb University Health Center is staffed by a dedicated team including nurses, nurse practitioners, a physician, a pharmacist, case managers and contact tracers.

The Lipscomb Health Center is available to any student experiencing any illness symptoms and will provide appropriate medical care and supplies. The clinic staff may use telehealth 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 medical governing boards allow. To contact the University Counseling Center, email [counselingcenter@lipscomb.edu](mailto:counselingcenter@lipscomb.edu) or call **615.966.1781**.

# FALL 2021

OUR PRIORITY FROM THE BEGINNING OF THIS PANDEMIC HAS BEEN TO PROVIDE A SAFE LEARNING AND LIVING EXPERIENCE FOR OUR STUDENTS AND EMPLOYEES. THAT GOAL WILL NOT CHANGE AS WE PREPARE FOR OUR RETURN THIS FALL IN A MUCH MORE ROBUST WAY. WE WILL CONTINUE TO MONITOR FEDERAL, STATE AND LOCAL HEALTH GUIDELINES AS WE MAKE OUR PLANS TO RETURN TO A FULLY IN-PERSON EXPERIENCE IN THE FALL.

**It is our plan for the return to a fully in-person learning, living and working campus experience for the fall 2021 semester.** Our current plans for the fall semester include

- classes offered primarily in-person and on-campus,
- teaching in classrooms at capacity,
- additional residential housing capacity,
- open dining halls and eating venues,
- fully staffed campus student services,
- expanded slate of student events, activities and programming, and
- more fans attending athletic and campus events.

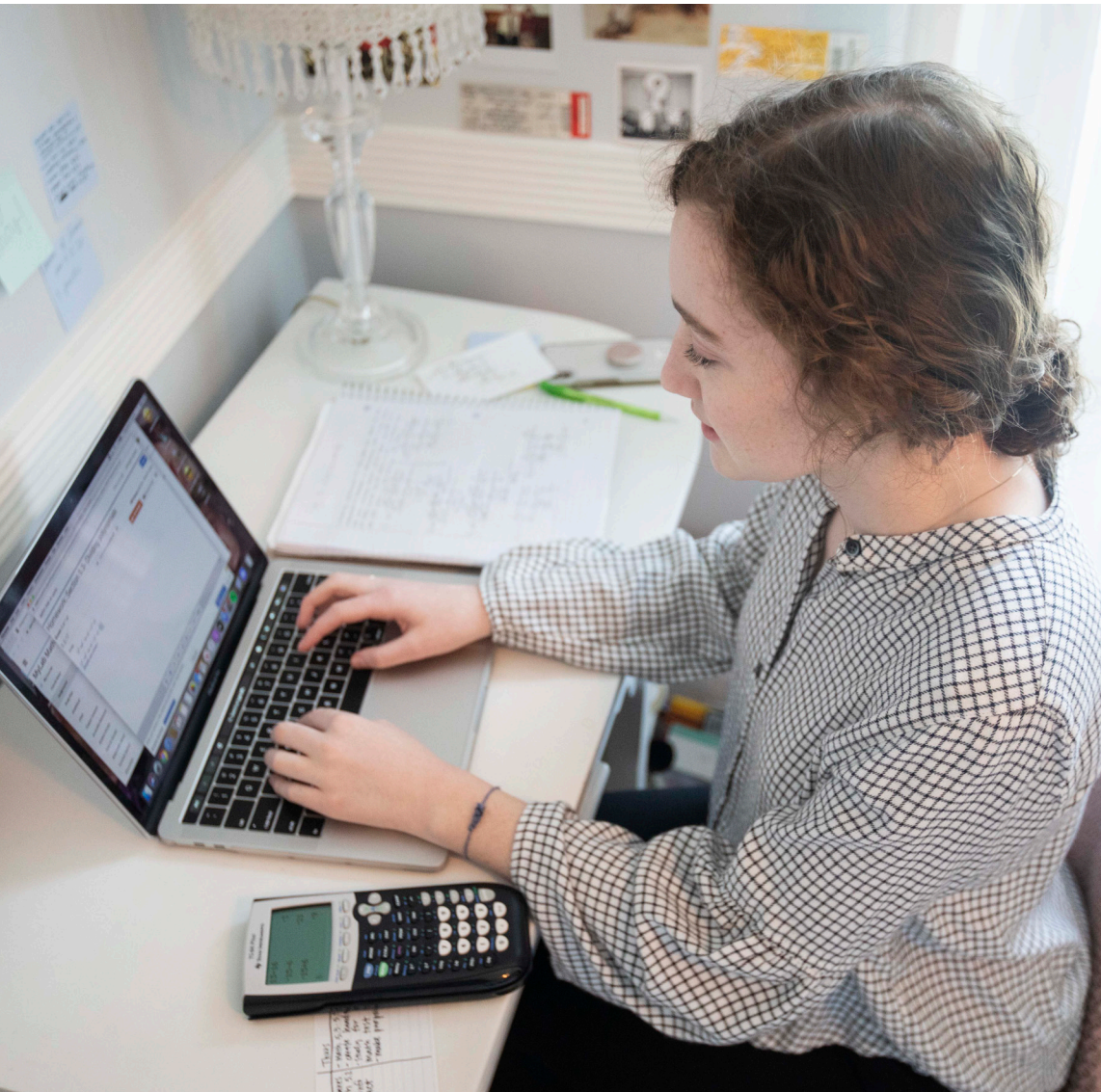
Fall classes begin on Monday, August 23. **We will continue to monitor federal, state and local health guidelines as we make plans to return to a full in-person experience in the fall.** For the fall 2021 academic calendar, click [here](#).

Any changes in these plans will be communicated at least 30 days in advance unless changes in governmental regulations, CDC recommendations or public health situations require more immediate action.

## MENTAL HEALTH AND COUNSELING SERVICES

The heartbeat of Lipscomb is its faculty and staff and the vibrant relationships created with students and each other. As a residential university and an academy teaching two-year-olds through 12th grade, these relationships are vital to our mission and are most impactful when created and nurtured in person. As a result, in most cases, employees will complete their work in-person from campus during regular business hours to provide this vibrant and important in-person community.

# PROTECTING THE VULNERABLE



## STUDENT AND EMPLOYEE ACCOMMODATION CRITERIA

### Student and Employee Accommodation Criteria

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 may request accommodations through a secure, established process that is respectful of health care privacy concerns.
- Students request accommodations through the [ACCESS Ability Program](#) and employees request accommodations through the [Office of Human Resources](#).

## REMOTE WORK ACCOMMODATIONS

Employees who have a medical condition may apply for an accommodation through the Office of Human Resources by emailing [hr@lipscomb.edu](mailto:hr@lipscomb.edu) or contacting Lynn Chappin at 615.966.7015. Once the request has been received, the Office of Human Resources staff will send the employee a request for medical certifications through the interactive process of the Americans with Disabilities Act Amendments Act (ADAAA). When the requested documentation is received, the Office of Human Resources staff will review the request with the employee's manager to determine whether there are accommodations that can be made without causing undue hardship.

All remote work requests must be in accordance with the new Flex Work Policy. Read more about Lipscomb's new Flex Work Policy [here](#).



# FUTURE PLANNING

Many medical professionals expect this year to be more challenging than last year, given the presence of COVID-19 variants, low vaccination rates, reduced mask-wearing and fewer gathering restrictions. We will continue to monitor local and federal guidelines for the overall health and wellness of our community. Any changes in our plans will be communicated at least 30 days in advance unless changes in governmental regulations, CDC recommendations or public health situations require more immediate action.

As a result, we are asking everyone in our community to be a **FAN: flexible, adaptable** and **nimble**! We will communicate necessary information as soon as possible via email, signage around campus and on the website at [lipscomb.edu/covid](https://lipscomb.edu/covid).

The institution reserves the right to institute appropriate protocols at any time for all or for any group or segment of the Lipscomb community to protect the overall health and wellness of the community.



# ALL BISONS CARE

SHARE YOUR QUESTIONS, COMMENTS AND IDEAS WITH THE BISON COVID SUPPORT TEAM AT **COVIDQUESTIONS@LIPSCOMB.EDU**. LEARN MORE ABOUT THE BISONS RETURN TO CAMPUS PLAN AT **LIPSCOMB.EDU/COVID**.

## HAVE QUESTIONS?

**Students:** Kathy Meadows, 615.966.6057, [kathy.meadows@lipscomb.edu](mailto:kathy.meadows@lipscomb.edu)

**Employees:** Lynn Chappin, 615.966.7015, [lynn.chappin@lipscomb.edu](mailto:lynn.chappin@lipscomb.edu) or [hr@lipscomb.edu](mailto:hr@lipscomb.edu)

**COVID-19 Email:** [covidquestions@lipscomb.edu](mailto:covidquestions@lipscomb.edu)

**Website:** [lipscomb.edu/covid](https://lipscomb.edu/covid)



The Bison COVID Support Team is a cross-disciplinary task force that 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.

## BISON COVID SUPPORT TEAM

1. Team Leader: **Dr. Susan Galbreath**, senior vice president of strategy
2. Learning and Instruction: **Dr. Catherine Terry**, associate provost of institutional effectiveness
3. Student Experience: **Dr. Matt Paden**, senior vice president of enrollment management and student engagement
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**, vice president of public relations and communications

