

WSU COVID-19 Town Hall – August 19

Live Unedited Transcript

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> VICE PRESIDENT WEILER: Good afternoon everyone welcome to the ninth in our series of system-wide on Covid-19, thank you for joining us in each of our campuses across the state have also been holding their own town hall meetings and I appreciate your coming to this one as well. My name is Phil Weiler, vice president for marketing and conditions and I will be serving as your moderator and will do things similar to the previous town Hall meetings. We ask folks to submit questions in advance and we have about 100 people who submitted questions and we'll do our best to answer as many of those as we can and we clearly have more questions that we have time to answer but we will try to pull those common themes and address those issues and in addition as we have done in the past we do have the chat feature in YouTube Live and we do have a group of subject matter experts who are monitoring the chat and if you have a question that is burning and your concerned that it won't be covered we will try to answer their and we did receive feedback from viewers that they are concerned that there is so much activity in the chat that it is distracting. I encourage you to stay tuned to the speakers and panelists and hopefully they should be able to address the questions that way. --- Speaking of panelist today we are joined by President Kirk Schulz, Provost and Executive Vice President Elizabeth Chilton, Vice President of Student Affairs Mary Jo Gonzales, a new member of our panel, Dave -- Vice President for academic outreach and innovation and the Chancellor of our global or online campus, thanks for joining us this time around. Also we have Theresa Elliot-Cheslek, vice president for human resources and Vice President of Finance and Administration Stacy Pearson. --- With that let me turn it over to President Schulz, and see if he has opening remarks.

> PRESIDENT SCHULZ: Hello Cougs. Thanks for joining us today and I'm super excited, the fall semester is upon us and it is right around the corner so the suit and tie today, was the fall semester starts I put the golf shirts away except for the weekends and start to go back to professional dress so I'm thrilled to be with you today so to get started on our town Hall in a good way, on the count of three, say Go Cougs!. 1, 2, 3. Go Cougs! --- Thank you, we have to get into that festive spirit; a couple of thoughts as we can started today and my colleagues talk about the exciting things we are doing it is an outstanding opportunity for you to continue around your educational journey. --- I'm a mechanical engineering professor and used to teach laboratory classes in one of the things we talk about his safety and when we talk about safety we would emphasize that when you are in the lab and doing things, you wear appropriate protective gear and you do it in a safe manner but that also meant That when you got home and you needed to change a lightbulb you did not do it on a rickety chair with no one around; safety is something important on the time the matter who was watching them for you were in the same thing applies with what we're doing with Covid-19. Wearing that mask and practicing social distance and washing those hands applies all the time wherever you are regardless of

who is watching. --- When you are on campus buildings, it is great to do all that stuff but when you go home whether to your apartment in Pullman or Greek House, or whatever you are doing we want to ask all the faculty staff and students to make sure you're practicing those protocols all the time not just during business hours. It is going to be very important to our community. --- I find myself and the first lady when we go out to eat, I get out of my car, realize that I don't have a mask so I go back and get it being careful not just for me but the people I'm interacting with so I'm asking that you are observing those protocols in you are helping from the public safety point of view. --- As soon as you are excited to be part of the Cougars family regardless of what camp as you are on but it carries some uncertainty as well. Please know that we are here to help and we cannot help if you do not reach out and asked to all of us on this call, we have helped lines and all of that stuff, let us know what we need to do to make your experience as good as it possibly can. --- That also means that we don't always give you the answers you want to hear but we will try to be up front and give you the best answers we can to help you be as successful as you can the semester whether you are teaching in the classroom, whether you are supporting through a staff support role, student achievement or student housing or whatever you are doing or you are a student here that says hey, this is different than what I expected and I need some help. --- Finally I want to emphasize for everybody that self-care is really important, important for all of you to exercise this over the next semester. That means sometimes you are going to feel that you are Zoomed out; sometimes I find that social media and all of those things carry with it some opportunities to interact with friends in a really cool way. It can also carry with it a sense of depression or things like that. --- You need to be in a position, faculty staff and students to make sure that you do self-care and step away from things. I was reading a note this morning To exactly leaders and it is not higher Ed, it is across the board that says one of the key things that all of us are going to have to be concerned with is mental health moving forward through Covid-19 over the next several months and that is something we take a sleek and the self-care part you need to step away for a little while let us know how we can help and want to do this together and get through December and have a successful semester and really look forward to spring term. --- Thanks, I can't wait to hear what my colleagues have to say and answer your questions and always Go Cougs! And let's have a great fall semester.

>> VICE PRESIDENT WEILER: Dave, you have a presentation you have to give at one o'clock and you have to leave as early, but because we made a decision to go to online learning in the fall semester the has been anxiety for students and parents about what does that look like and what kind of experiences students have. I'm curious from your perspective, can you talk about what kind of experience Washington State University has in the idea of distance-learning?

>> DAVID CILLAY: We've delivered distance and online education from three decades; we were one of the first universities in the country to extend education at a distance so this is familiar to us, is not something or novel that we have to pivot to. Also, WSU has been a national leader in online education; annually will rank in the top 10% of universities that deliver the liver online education. One of the things that excites me about the fall is that we've got this; we are going to create an exciting learning experience for our faculty and students this fall. --- I think you can't state this enough, we are a land-grant institution and access as part of our DNA. Online is

another way of extending that access; we have been innovating in this space for 100 years. The other thing is the way WSU design its online operation; there are many operations that made a decision that they were going to hire other faculty to deliver their online courses. We made the decision that we would use on campus faculty to teach in the global campus so although that is a great design model it also creates a dynamic where our faculty are familiar with teaching on an online space, not all WSU faculty but many who teach on campus teach online and are prepared for this fall and the third thing is that we've created a model where our online curriculum spread throughout the WSU system. Any given semester we have over 3000 campus-based students taking online classes and although we have students that are familiar with that environment we also have a structure that encourages the integration of online education into on-campus education so again I think our spaces in history have created a dynamic where we are uniquely prepared compared to other universities around the country and in addition to that history and experience, as we grew our global campus we have also developed a robust suite of tools and personnel that support faculty from videographers to ADA compliance to tech support and compliance and animators to help the faculty prepare for this fall and is I think about this, and we did great work -- there were bumps definitely -- but we made it did in two weeks to transition to remote instruction and we think about fall we have had the summer to prepare. x --- We reacted for spring prepared; we have hundreds of faculty working with design folks over the course of the summer to build engaging, exciting fun experiences for our students. I'm optimistic that we are in that spot for the fall. I went in a little different direction.

>> VICE PRESIDENT WEILER: That's great; I do want to do a follow-up and you alluded to this but I'd like to address this directly. This parent was asking, they have an incoming freshman and they were wondering will classes be learned your own pace because we are remote? Or will the students connecting to live sessions?

>> DAVID CILLAY: We won't do anything learn at your own pace, they are all built around a course schedule so you are working at the pace of the design for the course. In terms of the question in general we are not trying to fit our courses into a single box. There are a number of different approaches depending on the learning outcomes of the course so just like a similar course is different from a lecture course or a lab, online Courses are going to be different so students will experience all and types of experiences is engaged in online courses and we will go through a lot of formative processes looking at what works, where the problems are designed on-the-fly.

>> VICE PRESIDENT WEILER: Thanks Dave, that gives me a better sense of what folks can expect as classes start and as we all know classes are just a couple of days away. With that I'd like to turn to Mary Jo. I know this has been a summer like no other for the staff in the division of student affairs and they had been working incredibly hard all summer to make sure this is a great experience in the fall but I guess is that what I'd like to ask you is what your thoughts about what we need to do is a Cougars community to stay safe this fall?

>> VICE PRESIDENT GONZALES: I do have to tease the boss Because he may be in a suit and tie but we are in the midst of welcome week, Includes meeting with your academic colleagues, and a treasure hunt from what I understand what some pretty amazing prizes so I don't want you to forget that we are still in the midst of working students to campus virtually, and that has not changed. --- Phil, to answer your question, I have missed emotions and my lamp and I having an argument about whether to turn it on or not. some students say hey, I'm following the rules, wearing my mask, taking my temp and I saw you at the U Rec and SRC this week and where I welcome some of the small number of students to campus community be here and saw student employees on campus working behind plexiglass and wearing their masks and making sure everybody to their temps. I want to thank you for fighting for the Cougar community because that is what we need to do and for those of you at home this is what we have been doing to get ready for you and to do everything we can to keep you safe. I want to thank you for staying home -- I know it sucks, not gonna lie -- for those of you not following the rules, I talk about choice a lot. You are adults and one of the things my college will tell you at the table is I don't let them call you kids because you are emerging adults and we talk about the importance of choices and right now we need you to make a choice. It's a pretty simple one, do you want to go to a party and Friday night or do you want the SRC to be open for you to use? Do you want the Chinook to be open for you to use personally for the rest of the semester? A simple choice. Long-term, short-term, Mary Jo that is a difficult thing to do with my buddies are asking me to go hang out because we have nothing anybody for the past several months so we recognize that, we are not stupid. As adults we are struggling with that too; I was able to connect with one of my colleagues and it is a great experience and we miss that human touch and that is what I saw, that students were missing that connection engagement and we realize that is the one of the problems. --- You are talking to someone who has been homebound for 13 months after a life-threatening illness and it isn't pretty; we are heading in that direction we don't do some critical things. I look at the death rates and the infection rates and I want to put this in numbers for you. There are 30,000 students in our Cougar community and adjust .3% get really sick and die, that is 90 students. 90. Not 1, 2, not 3. I'm asking you to think about who is in that 90 and will it be you? Is it someone in your fraternity or sorority? Someone in the student org? I know behavior saying that that we need to acknowledge that is the reality of what we are looking at with Covid-19. We need you to fight for Washington State and all of our Cougars. Cancel Covid. That means that every single step of the actions we take about choosing to walk out on fraternity or sorority Row, on College hill, in apartment land, it's the part of fighting for honor and glory. I'm also fighting for us to keep each other alive to take care of each other; I'm asking you to do and be your best and I'm asking you to take care of all of us in the cougar community so Phil if you asked me what we need to do to take care of each other it is to continue to fight, fight for Washington State, we are fighting for each other's lives.

>> VICE PRESIDENT WEILER: Mary Jo, very well said, thank you. That's the news we need to hear quite frankly; it is within our control if you want to keep this illness from impacting our committees (correction) communities we need to where our masks, need physical distance, we need to wash our hands and it is not difficult, but we need to do them. I'd like to turn to Provost Chilton. Will student still have access to things like academic advising, tutoring, career coaching even though we are learning remotely?

>> PROVOST CHILTON: Our faculty are putting a great deal of time and energy in not just their classes and courses and appreciate Dave giving us the context for what we have been doing to create an educational experience that is high-quality for WSU students but also the many other support that our faculty and staff are providing outside the virtual classroom so to speak so for example -- and I know that -- is supporting the chat admitted he can put the links -- All the advising services are still good to be available remotely and we will provide a link for that and all of our center career services are also still available and we'll have a career Expo virtually this year, October 5-7, and again we'll put the links for registration for that and a number of other services for example there are a number of open educational resources which are low or no cost educational materials that faculty put up to assist students who have extra economic burdens because of Covid and so there are a number of free and low-cost educational materials available online and we are also providing financial assistance to cover technology costs, things like broadband costs, chrome book loaner program, and Wi-Fi a hot access. If you need technological and career advising . --- This is the semester unlike any other than any of us in this call, at home or here have ever experienced. We all know as educators and as leaders who support students that the first three weeks of the semester are really always a critical window for student persistence at the University. Students who miss classes or failed to turn in work or assignments are at risk and often Are looking for support. We have a support system that is been there from pre-Covid time and will continue to be there for faculty and other advisors and supporters can reach out to students if it looks like they are struggling in the first few weeks of the semester whether that means advising them to take part in tutoring which all usual tutoring services are still going to be available. Whether it means getting them involved in undergrad research project, sometimes working directly with the faculty member of vicious can be inspiring and helps them feel connected. --- These are some of the ways where we are seeking to create a higher-quality extremes at WSU; Dave mentioned the support for faculty as well. He mentioned the technological and practical aspects, but the academic average and innovation also helps them think through the pedagogy. How do you teach and how do you feel connected and how to you have your students feel connected to each other? And to WSU throughout this so thank you Dave for all that you and your group to and please avail yourselves of the links in the chat to find more information.

>> VICE PRESIDENT WEILER: Thank you Provost Chilton. We spend a lot of time focusing on students and parents and I'd like to share for a moment to an issue that has been a real concern to our faculty and staff. Theresa, I'm going to point this question in your direction. --- We have heard from a lot of employees that asked school district across the state of Washington have announced that they are moving to their own promote learning -- which means students won't be going into the classroom -- there's questions and anxiety about what that means to me as a parent. Faculty and staff that have young kids at home and what the fall means for them.

>> THERESA ELLIOT-CHESLEK: Thanks Phil, we recognize this as a challenge that only to parents but to family members, grandparents and caregivers throughout the WSU system. What we are emphasizing and encouraging is that supervisors be proactive and engaging with the faculty and staff with options that are available to them but also that employees have the ability to go to their supervisor and raised concerns and questions about what options are available for their

work schedule and we are encouraging to be creative and flexible, looking at the entire workweek, the work days, work hours, whatever may work for the employee meeting the needs of the clients. --- So the word we want people to leave with is "flexibility." We are all dealing with this in our own way and even supervisors and managers have families that they are trying to coordinate with so we are all in this together. One big Cougar family; we need to use our creativity and options and we encourage anyone to reach out to HR and we will try to work with the employee and supervisor in finding workable solutions that meets the needs of everyone involved, so the word is "flexibility."

>> VICE PRESIDENT WEILER: Thanks Theresa. Sounds like the word of the day is "flexibility," you said it yourself. if you have concerns please talk to human resources, they are there to help you balance the work life challenge that we are all facing now. --- Stacy, we have not had a chance to touch base with you and I'd like to bring up the question that appeared in the list of pre-submitted questions. This person noted that the state of Washington has required Washington State University to cut its budget by 37.2 million dollars in this current fiscal year and that is a large number for us. This person was wondering what type of additional ramifications for the university's budget our projecting beyond the fiscal year? Do we have a sense of what the next biennium might look like for example? If there are future reductions in state funding, what will the likely outcome be for WSU and , would there be additional budget cuts down the road?

>> VICE PRESIDENT PEARSON: When the office of financial management instead of Washington delivered the news in May, they were projecting revenue declines for the state of Washington for the coming fiscal year, FYI 21, and the following two fiscal years and the notice they gave us was to plan. They give us a number 37.2 million for fiscal year 21 and plan how we would manage that were to become a permanent number For the following two fiscal years and of course there have been economic updates across the state that there have been no official meetings of the legislature or anyone else to discuss any further budget impact. In fact, we were told that this probably would not happen until after the election and then of course we are writing to the next biennium fiscal planning. What we do as good fiscal stewards is to continue to watch that environment and make our own internal plans. Obviously we have our eye on federal funding and state funding to help us -- not just budget reductions that we are looking at but as you can tell for the discussion that is happened today we obviously need to make some investments to support our students to make this transition as easy as possible. So we are really having to look at that for both sides, following our enrollment carefully to see how our students are enrolling at all of the campuses and we'll know more about that in the month of September but we are following all of this very closely and is and as we do get news we incorporate it into our modeling. --- We are modeling different types of scenarios and different types of budget impacts and thinking ahead so that we will be prepared when there is additional news and of course we are hoping for better news in the future where we will see a recovery. Me while our job is to plan and make sure that we can manage the information we have been given.

>> VICE PRESIDENT WEILER: That sounds like a wise approach, plan for the worst and hope for the best. President Schulz, do you have any thoughts on the budget issues we are facing now?

>> PRESIDENT SCHULZ: Yes Phil, thank you. I want to remind all the Cougars that we have been fiscally transparent for the last four years. Some time people get paranoid that we have information that we have not put out. We are fortunate to have Stacy our chief financial officer modeling things and putting data together and helping us make decisions but we will let people know things as and as we do and we will try to communicate that in a way that is easy to understand with a lot of factual data behind it but we are uncertain about what the enrollment would look like and what the state would look like, impacts on student housing and what that would do and so forth so we are going to continue to be transparent. I think Cougs expect this and the expected out of the leadership team at WSU and will continue to do that that I don't want people thinking that we have information we are not getting. We are going to give it as soon as we feel we have good facts behind it and that we can provide context of that so expect to see more of that in the next several months.

>> VICE PRESIDENT WEILER: If I could, I'd like to follow up with a question in a similar theme. There are several people who posted questions in advance asking about what the implications are for the Washington State University budget following the decision by the Pac 12 to postpone fall sports and what are the implications for the athletics budget.

>> PRESIDENT SCHULZ: I was hoping for a lot easier question like what is my favorite sandwich at Subway. The presidents of all 12 schools with athletic directors and it was a unanimous decision by the school that we needed to postpone fall sports because we don't feel we can have a safe environment for student athletes. I still believe sincerely that it was the right decision to make; safety first, actions have to follow words. That was the right thing to do. The challenge is not playing football in the fall has significant fiscal implications for intercollegiate athletics which in turn affects what we are able to do at the University. --- Stacy and her team working with Pat -- and his team in the Pac 12 office are doing a lot of modeling. What does that mean fiscally if we don't play football at all this next year? It is too early to be up to tell; I suspect we will have a lot more ideas of what this would look like and the fiscal impact on the rest of the University, sometimes in the next month and trust me, we feel we made the right decision and we wake up the next morning and we know there is disappointment in some of us do nothing for water to compete and relief by some athletes concern about health and safety and now it is a fiscal implications about how do we manage that of the course of this next year and we'll be transparent with that but it is still too early for us to do a lot and say hey, this is exactly what we are going to do. --- At the end of the day we will evaluate options and minimize impact on the academic enterprise, that is a principle, but we need to work the numbers and see what the looks like in we have to be careful before we put out anything and we want to make sure that remodel it out and have a good idea of where we are. So many of the Cougs and season holders was said take me take a dollars and apply it the next year so we appreciate the support for the generosity during a time that is really tough on everybody so thank you will he continue to keep everybody posted. Great question Phil.

>> VICE PRESIDENT WEILER: Thank you Kirk. Provost Chilton, we would like to turn to you. That has to do with grading associated with the courses. In the spring would allow students to use

Pass/Fail. Are students going to be able to take a letter grade for the fall semester courses they want to?

>> PROVOST CHILTON: Thank you for the question. In the spring when we made a very quick shift to remote instruction as was acknowledged previously, it was a little bumpy for everyone. We were trying to give everyone access to technology and really the entire nation and the world really was struggling with how to do this. A lot of people talked about the "asterisk." Meaning that everyone understands that the spring transcripts will have to be remembered when Covid it is all really hard. Students will have the opportunity to be graded especially if it is a senior year and they are applying for internships and others want pass/fail. We want to provide the same options so for Fall students can apply pass/fail until September 4th. And you can switch back to let a great up until September 11th. You can drop a course without any record on you trust at all until September 24th, that gives you almost a month to get immersed in the experience, and the last day to withdraw from the class completely is November the 20th. That should be plenty of time to make sure you have the grading option that suits you; if you have any question or concern especially we have heard from pre-law students or pre-health students about what impact it might have in the pass/fail versus a letter grade on your future, talk to the academic advisors and get their take to make informed decisions.

>> VICE PRESIDENT WEILER: Thank you Elizabeth. I want to echo what you said at the end touch base with an academic advisor so you understand the implications. We don't want you to make a decision that will end up harming you in some way in the future academically but again watch for this flexibility; students have a lot of options and I encourage you to touch base with those academic advisors. --- Mary Jo, we heard about services provided to students on the academic perspective, academic advisors, career counseling, tutoring and the like. Can you tell us about what student life will look like in this remote environment? And what students can expect this fall?

>> VICE PRESIDENT GONZALES: All of us are trying to think about what the new reality is related to how we engage with others. What our university has done across all the campuses is figure out how to provide some of those fundamental services that all students need whether it is mental health counseling which is provided in a tele health format -- I forget those words, there's so many "?????" now -- and I want to encourage as to reach out and seek help when we need it because now more than ever is when we need to say I need help or I'm struggling these are not going well. --- Cougar health services is also doing appointments. Recreation national facilities are open and are offering in a limited fashion the ability to come in and exercise but a lot of the programs are going remote. There's a bouldering clinic you can watch via Zoom; there is chair yoga that does a phenomenal job and also students who are offering a variety of those options and teaching this class is as well. Things that you can do in the privacy of your home; I'm not sure I'd like to exercise publicly right now but I'm going to get to that eventually and the other part we are offering a student organization in support. Student leadership with your peers on subjects important to you like women in science and engineering, like a program related to multicultural student services or the women's center. Frankly, even the study groups in your own classrooms and in your own communities is a way for you to continue to be

engaged and it will look a little different. We will have some drive-by programming where students can have some -- nights and I'll be offering one. Looking with our chefs is available, Zoom into that to learn how our chefs provide some amazing fabulous meals and the kind of work that they do. So Phil, there's tons of options available to students in them going to ask you to do the one thing the students struggle with and that is to check your email and click on that link that says "register here. RSVP here." That is the single most important thing you can do to be engaged in to be available and to support other Cougs who need help from you and the 400 organizations are there to help you as well of the staff in all of our areas across the University in all the different campuses.

>> VICE PRESIDENT WEILER: We talk about academic resources available to students and we talked about student life resources available and I'd like to talk about the financial resources that are available. Stacy, I know we don't have anybody from student financial services but can you talk a little bit about what you know about financial services available to students?

>> VICE PRESIDENT PEARSON: I can. My stuff in my have been working with financial aid; it is important to us that we use the current processes that are in place for instance as students that have applied for financial aid as we identify additional resources we can go to their same packages and see where we can allocate the Different funds. When I say "we," I'm referring to financial aid. For example, we awarded additional funds from the Washington College grant and increase the cougar commitment award to provide merit-based aid to cover increases and federal student loans were possible and also we have had philanthropists who were very aware of impact this was having the students and we were able to award additional private scholarship dollars through that program. --- In addition you will recall that we received the CARES funding and half of that amount, over 10 million dollars, was for emergency aid for students so as students continued to apply for that, those are still being awarded as received and we are hopeful to see additional monies coming in from the future award. --- We also did some policy changes. For example we have a late fee that is in this current semester that would be applied September seventh, 3% of the outstanding balance. That has been canceled for this year so students have a full looks a month to pay their tuition and fees. --- In addition we heard a lot of concerts from students who had received awards but were concerned about losing those awards event deferred their enrollment to the future semester; they are eligible to transfer those to the next semester. In this case we allow that for the next two semesters the students don't have to worry about losing that award that they applied for and were awarded you do need to change their plants and the same applies for the students who have Pullman-based awards and they decided to stay in their hometown of go to a different WSU campus and again those will be transferred up to two semesters specifically spring and fall 21. Continue to look for ways where we can help again working with a team of people who care greatly about our students' success in their ability to come to school. To be honest it is those folks working on the ground that have forwarded those recommendations to us about what is needed most and I would say that we reacted very quickly to some of those responses.

>> VICE PRESIDENT WEILER: Thank you Stacy. I will remind folks that if you have questions about financial aid Contact student financial services and there are people there whose job it is

to help you navigate those situations. --- We talked about support provided to students; Theresa I would like to talk a little bit about resources we have for faculty and staff. This is been a challenge for everybody and certainly for faculty and staff over these past six months. --- Can you talk about the resources available through human resource services? I know you have a survey that you will be sharing about that as well. Can you talk about that?

>> THERESA ELLIOT-CHESLEK: We are working to improve the resources for faculty and staff and we tried together a whole slew of different resources for faculty and staff. We have the basic benefits information so all of your medical plans, the well-being programs, mental health programs, employee assistance programs, free counseling services and some really robust webinars all the way from what to do with Covid, how to manage children at home K-12 type of issues and then we have been improving on our training and resources. Employees wherever they are at, they can take part in. Mary Jo mentioned archer yoga; during our Coug connect, 10 a.m. Tuesdays and Thursdays we offer a variety of sessions including how to preserve pickles, how to manage -- Virtually and how to do yoga at home to try to get a variety different topics for the staff to learn from. --- Additionally we have information out there to help all of us deal with this virtual supervision, virtual is an employee, how do I connect with my colleagues, how do I lead as a manager and that information is out there. Most of the sessions are available via video or Zoom; you can participate live and we have those sessions taped. That's an overview of resources but we recognize we can always do better so this morning we sent out a survey to all faculty and staff to gauge what resources they are aware of, what suggestions they have for us to improve on, challenges with K-12, the challenge of dealing with Covid. --- This morning around nine a.m. we already had over 1200 responses from the faculty system-wide so I encourage you to fill that out because this is a team really wants to hear from you; we want to do what we can to make the situation better and then we often hear from people who don't know about all of these resources so I want to encourage you to sign up to receive information via the Twitter account or Facebook and we do a monthly newsletter where we try to put all of these different resources for the faculty and staff. --- We enjoy feedback and we want to know what you need from us. Fill out the survey, feel free to email us. Check your inbox, check your junk mail too to see the survey went out there and completed as soon as possible. Go Cougs!

>> VICE PRESIDENT WEILER: I was looking at -- over your shoulder holding a sign about --. For those who have not actually returned to campus in the last six months can you quickly remind us about what attestation is, something we all need to do before we return?

>> THERESA ELLIOT-CHESLEK: If you're asked to war back to your work location, fill out an attestation every day that you are confirming that you don't have Covid- related symptoms. Phil's crew has created a one-stop landing page and it takes less than 30 seconds to read through and click the information. It is another way to help all of us keep each other safe, keep the Coug network safe here so it is an easy process; again symptom free, yes you're allowed to come to the workplace. >> VICE PRESIDENT WEILER: Thank you Theresa, I appreciate that. Mary Jo, I want to send this next question to you speaking of fact that there are a small number of faculty and staff and soon-to-be students on campus. I know with Pullman being our residents on campus we have opened it to a small number of students. Can you talk about what is a

criteria to decide who will be permitted to return to the residence hall? Do we have a sense of what percentage of adults are filled? What will that look like for us? >> VICE PRESIDENT GONZALES: Thank you for asking that question. We have a lot of students and families wondering why we make the decision>> STUDENT: We were guided by the information we learned in the spring of 2020 when we went to remote instruction. We had students with said very clearly their home is not safe or this is their home; for students who were first gen, low-income students or have been in foster communities or students who have no sustainable access to the kind of internet they need to complete courses. Students who only headphones and did not have the computers and technology they needed. As well as students who work. --- As I mentioned before, The division of student affairs hires a substantial number of student employees in many of those are jobs on campus and we currently have about 15% occupancy compared to what we normally would have in the fall so it is a very small number. I heard from a mom who said, my daughter was devastated because all of the student she went through all of them are coming back to Pullman or starting in Pullman. Generally many of the students are not going to disclose a reason they are here; we asked students to verify the specific reasons for coming to Pullman and those were approved based on the criteria we have and we are grateful to work with the students who needed it in the assistance they need it and this will help us to build a spring 2020 if we are able to reoccupy the residential facilities but we won't be up to do that if we do not change our behavior start to think about the impact of the behavior on the larger community including Pullman which is now in the red zone for Covid-19.

>> VICE PRESIDENT WEILER: one of the group of students -- small-group -- but aggravated have access to the residence halls were international students. When we have to make the shift from face-to-face the distance learning travel was shut down some many of the students were not able to return to their home countries so they have been here as well. That's another important to the needed a place to stay.

>> VICE PRESIDENT GONZALES: I just happen to be on the call with our landlords earlier an hour ago and we have been talking to them about the concerns you raised, that they are not as flexible as they need to be including some of the International students who departed and their countries shut down. If you are struggling with that situation let us know but Phil, you are right, it was the international students and students who are traveling to cannot return home, and they are still being impacted today.

>> VICE PRESIDENT WEILER: That is a good point. Many students were here and they didn't have anywhere else to go. I appreciate the student affairs was willing to keep student residence halls opens; other university shut their residence hall sounds and those students who had nowhere else to go are left in the lurch. I appreciated your staff was being very thoughtful in maintaining a place to live for those who did not have other choices. --- President Schulz, we are getting close to the end of the hour. I do have another question for you. What are the thoughts about spring 2021 semester? Is it going to be face-to-face or virtual? And if we do not know, Any ideas about when we might know?

>> PRESIDENT SCHULZ: We get this question a lot to make I wish I'd you could look in my crystal ball and give you a definitive answer. We mentioned multiple times -- In our planning in the fall semester there is a strong desire by the faculty and staff and students to have in person experiences and we want to work in that direction but on the other hand given a certain day that by this date we are going to have a decision -- life could look much different in September and October than it does today. While I know the parents, families and students want to know, we do not know what the spring semester will look like and we want to make sure we continue to emphasize health and safety of our faculty, staff and students and that is paramount and that is what we will continue to do. So sometime next semester we'll be ready to make that announcement but Cougs don't anticipate anything for a couple of months and would probably want to wait until late to make the decision so we can take all of the best data and information to have another great Coug experience and we need to know what that means to look like and it will take some time so that is the best we can get for now. --- Some closing comments, thank you for joining us today in a few things out there. I'm going to ask anybody to continue to be flexible. Most of my colleagues internally, externally have really suggested for disability is going to be key. Second, be kind; this is a tough time. So many people feel stressed. It is easy to jump a thing so be kind to your colleagues whether that is of the faculty, faculty student relationship, administrator staff relationship -- it doesn't matter. Be kind. As our first initial reaction let's assume people's intention is a really good and that will help us a lot. --- I also want to remind all of our colleagues that we also need to readjust our own personal expectations for performance; in our mind, faculty and staff who work at universities are chronic overachievers. They are used to being the people that wow, I can't believe how much they got done! So many people aware that way and it is important to ramp back whether you are the President of the University or a brand-new starting assistant professor in a particular field. Make sure you calibrate what you think you can get done And don't overstress yourself because of the challenges of doing this remotely. --- And finally we are going to pledge to keep our communications open, whether these types of town halls, whether a social media communication, letters to campus through email, we are going to do them all. It is not that we are doing one of the other. We want to keep communication open and keep answering questions and we are going to keep doing these types of things as much as we can. --- Something I want our Cougs look forward to, we want you all as Cougs and parents and associated folks with WSU is to see our exceptional staff in what they're doing and not hear from a ministry to some readers but from the faculty who spent the summer be ready to deliver an exceptional experience -- Not an adequate experience -- an exceptional experience. I want you to hear from the advisors who are doing great things online in interactive ways in the want you to hear about the new things in student affairs and talk to the actual people interacting with our students. So those are some things that we are going to do going forward, keep communications open, temper your expectations, the kind with each other and be flexible. we are going to have a successful semester but we have to work on this together and we want to see each and every one of our students move to the semester successfully, personally, professionally, academically and all of us get to that virtual graduation in December and feel the hey, this is not what I might have thought, but I feel I'm ready to go. Go Cougs!

>> VICE PRESIDENT WEILER: Thank you Kirk, I liked your watchwords, flexibility and kindness, good values to live by. Each campus is holding its own town hall meetings and those are continuing; check your email to find out when those are going to be happening. Please avail yourselves of those opportunities so you can hear about what is happening in your specific individual campus. --- The other thing I want to remind folks about is that we are coming up on what is personally one of my favorite events of the year, that's Convocation, additionally the beginning of the school year and for new students it is the first traditional beginning of their academic career, the book end event will be the commencement after there four year journey. Join us Friday morning at 10 a.m. for our live stream convocation. New students it is not optional for you but parents faculty and staff join us as well. Go to convocation.wsu.edu. With that, my Thanks to the subject matter experts on the live chat. I want to thank my panelists for making the time available and most importantly thank you for viewing this; it is important to have this kind of communication and we look forward to containing the so enjoy your day. Go Cougs! >> [End of event]