



WINONA

STATE UNIVERSITY

COVID Update
January 12, 2022

A community of learners improving our world

Presentation Format

- Zoom webinar format
- All lines are muted - Chat function is disabled
- Questions submitted in advanced will be answered throughout presentation



This session is being recorded
and will be available on the
COVID-19 website



Any questions submitted
through the Q&A function
will be answered at the
end of the presentation

Agenda



- Opening Remarks – President Scott Olson
- Two Week Lay Low, Cases, Vax, Test – Health Service Director Connie Kamara
- Academic Affairs and Classroom Instruction – Provost Darrell Newton
- Student Life and Development – Vice President Denise McDowell
- Human Resources – Director Lori Reed
- Campus Communications – Vice President Jon Olson

Opening Remarks



Dr. Scott R. Olson
President

COVID-19 Cases, Testing, Vaccinations



Connie Kamara

Director of Health Services

COVID-19

WINONA STATE UNIVERSITY

JANUARY 12, 2022



- We are resilient
- We are a strong community
- We have powerful tools to aid us – masks, vaccines
- Technology is essential & Telehealth can be a useful option
- We need to focus more on addressing disparities and inequalities
- We need to take mental health even more seriously
- We are figuring this out together



THANK YOU TO ALL

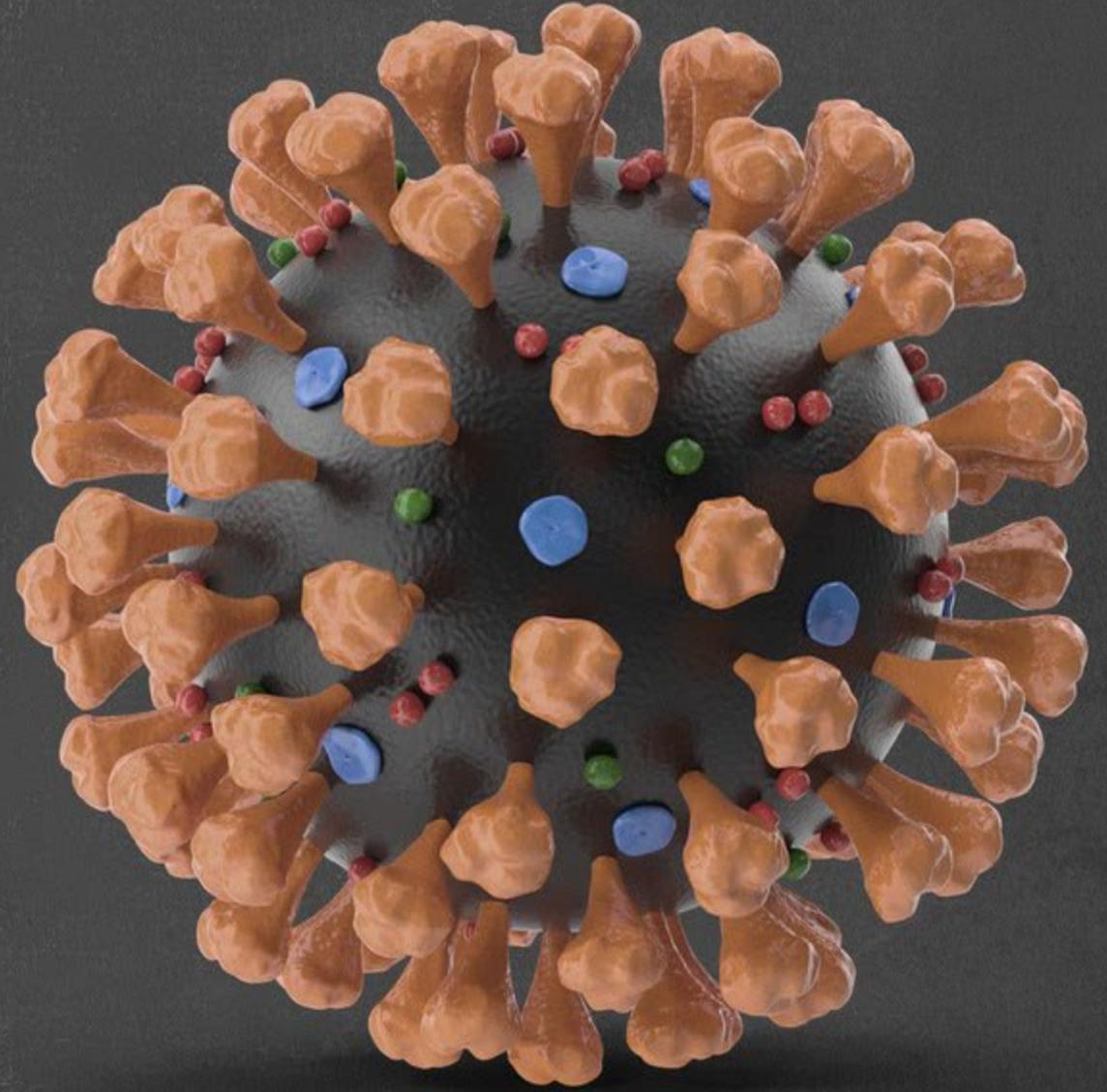
Students & Employees have all been doing the tough work to keep each other and our entire community safe while being able to continue to function and thrive.

*THANK YOU ALL
FOR ALL YOU DO!*





OMICRON VARIANT



COVID – 19 @ WSU JANUARY 3 – 9

Students –

- Isolation 63
- Positive 58
- Quarantine 3

Employees -

- Isolation 8
- Positive 8
- Quarantine 0



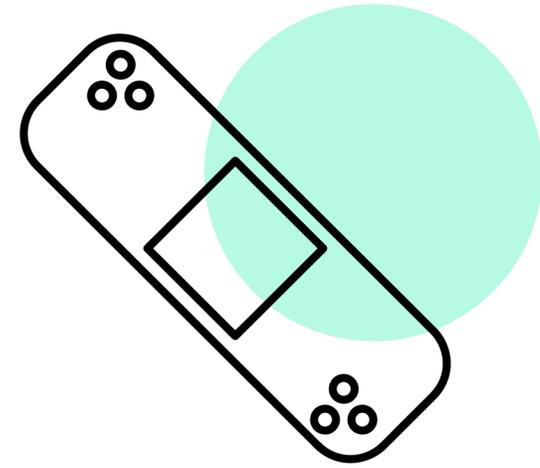
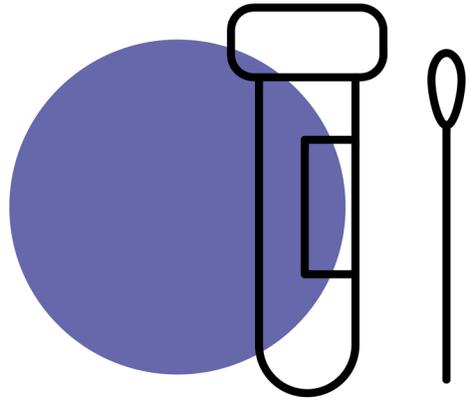
MASKS

Surgical

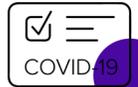
N95

KN95





Test & Vax

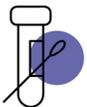


COVID-19 Tests
COVID Nook IWC Hallway
Mon–Fri 8:30–10AM & 1–2:30PM

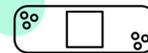


COVID-19 Vaccines
Health Services Clinic IWC 222
Mon–Fri 10–11:30AM & 2:30–4PM

By appointment only. Contact
Ask-A-Nurse at 507.457.2292



Available via walk-in.



VACCINE RATES
(END OF LAST
SEMESTER)

Winona
Campus 73%

Rochester
Campus 79%



VACCINE CLINICS

#ItsWorth
A Shot

COVID-19 Vaccine Clinics



@WSUHealth

Sponsored by  Winona County

COVID-19 Vaccine Clinics



@WSUHealth



Bring

- Mask
- Phone
- Insurance Information

Please be prepared to wait 15 minutes for observation.

When

Jan 14th, 21st & 28th
3PM-5PM

Where

Kryzsko Commons
Student Activity Center

Appointments preferred, walk-ins accepted.
Schedule your appointment at facebook.com/wsuhealth/events/covid-vaccine-clinic

Vaccine Incentives

Sign-Up to be entered into a drawing for COVID Vaccine incentives.

Sign-Up at wsu.mn/incentives

Incentives available to all WSU students.

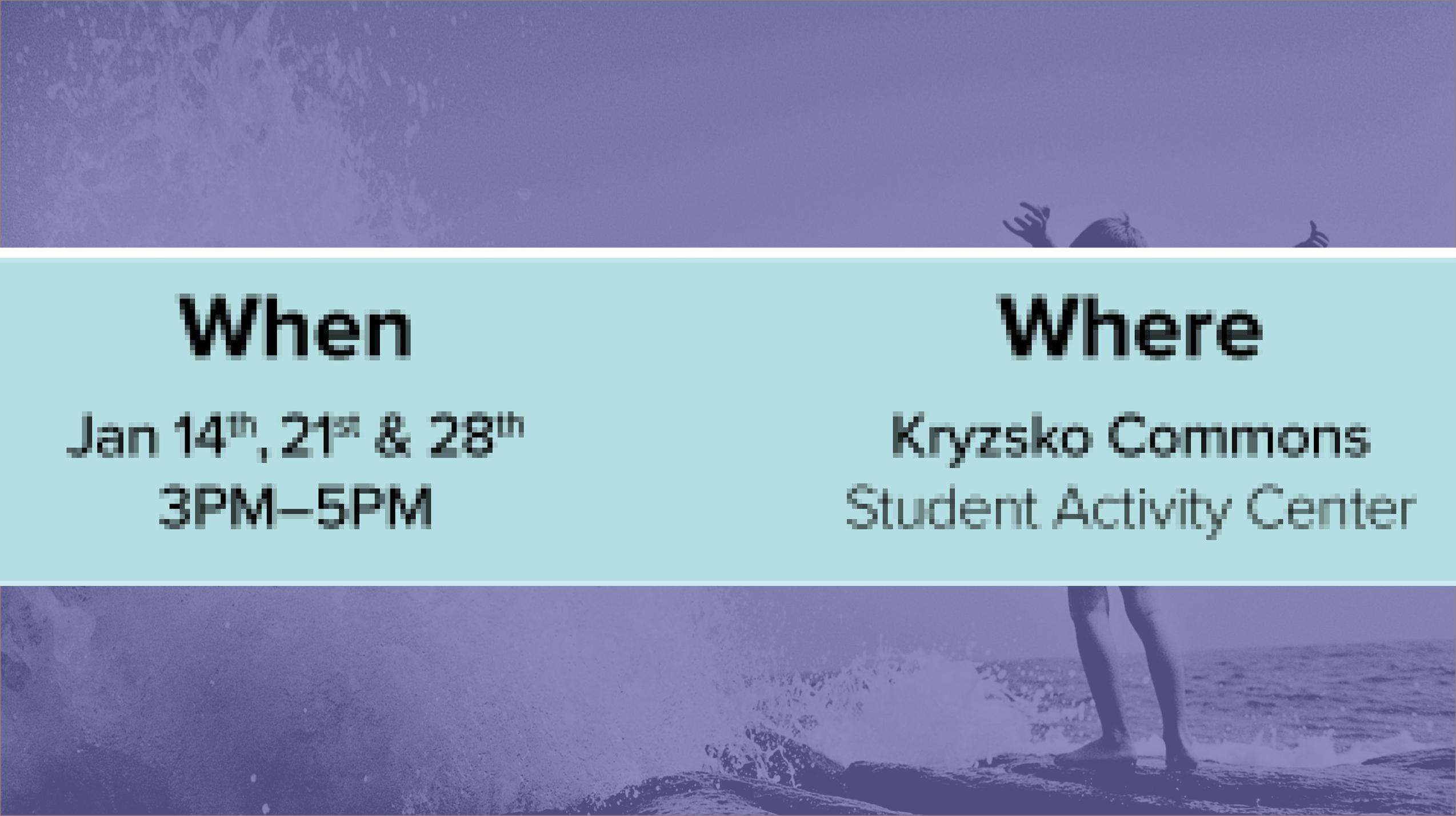
P

Reserved Parking will be available in the Minne Lot for COVID vaccine clinic patients.

Self-Report

Self-report your COVID-19 vaccine or booster shot.

Fill it out at wsu.mn/covid-report

The background of the entire page is a photograph of a person splashing water. The top portion of the image is a solid purple color, while the bottom portion shows the person's legs and feet splashing in the water. The person's hands are visible at the top, reaching up.

When

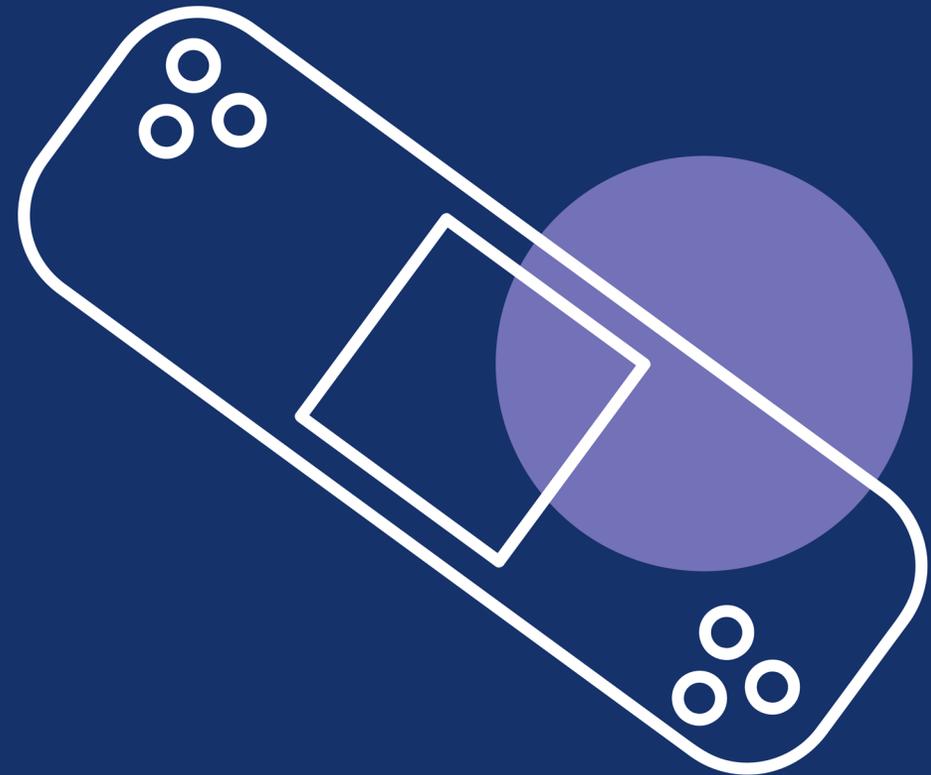
Jan 14th, 21st & 28th
3PM–5PM

Where

Kryzsko Commons
Student Activity Center

#It's Worth A Shot

to get your vaccine.



Find a COVID Vaccine Location at
wsu.mn/vax-finder



ASK A NURSE MESSAGE LINE

WSU Health & Wellness Services

507.457.2292

**Count
on me**

✓ **to Self-Report**

Isolation and Quarantine Recommendations

If You Test **POSITIVE** for COVID-19
(regardless of vaccination status)

DAY 1-5



Stay home

DAY 6-10



If you have no symptoms or your symptoms are resolving, you can leave your house. Continue to wear a mask around others

If You were **EXPOSED** to COVID-19
& are Boosted

DAY 1-10



Monitor for symptoms

DAY 5



Test on Day 5 or if you develop symptoms

DAY 1-10



Wear a mask around others for 10 days

If You were **EXPOSED** to COVID-19 & Unvaccinated
OR Vaccinated >6 mo. ago with Pfizer or Moderna
vaccine or >2 mo. ago with J&J vaccine

DAY 1-5



Stay home

DAY 5



Test on Day 5 or if you develop symptoms

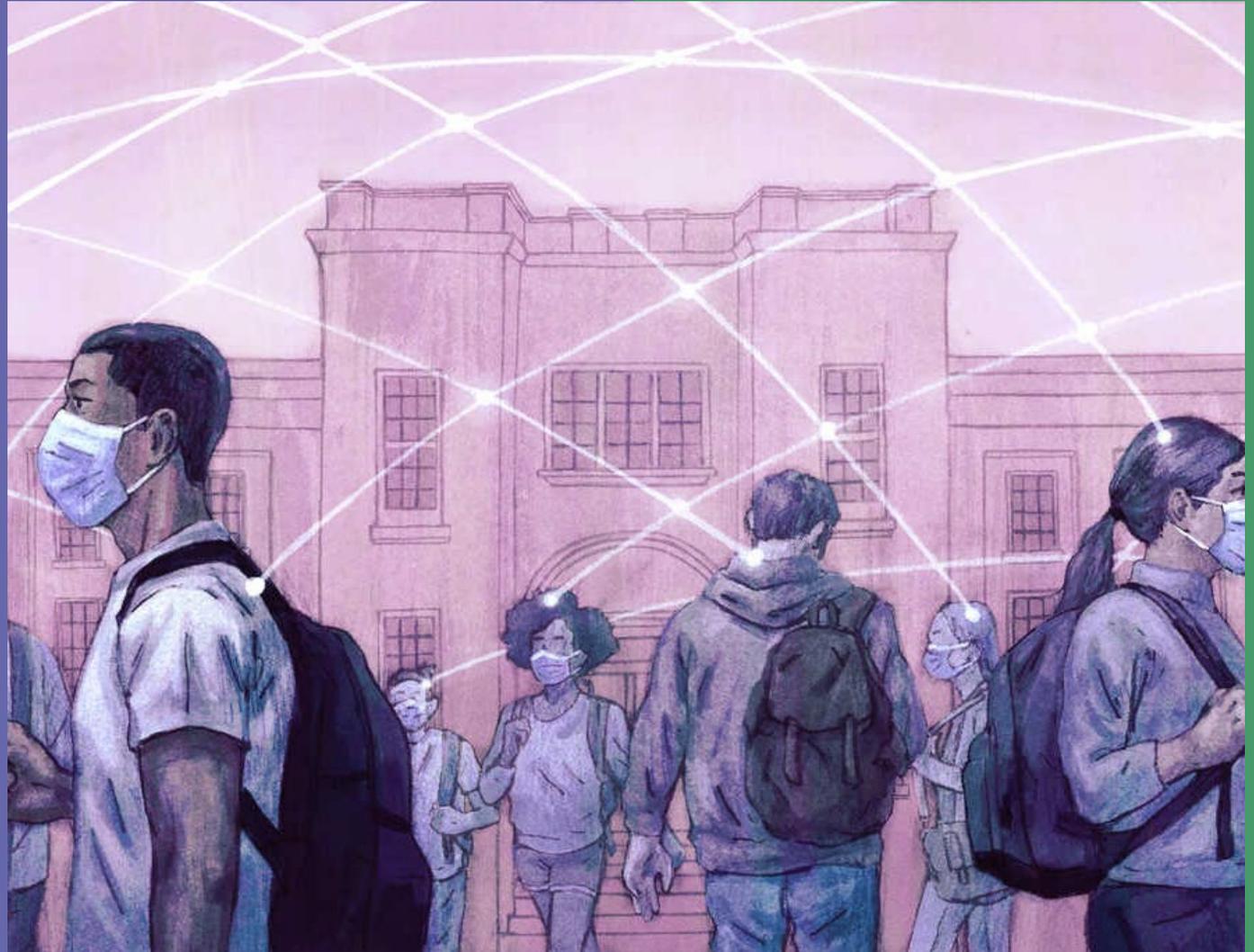
DAY 6-10



Continue to wear a mask around others

LAY LOW

- Get tested 5 days after you return
- Wear Masks (surgical, N95, KN95) (fitted and over nose & mouth)
- No in-person except classes
- Get vaccinated/Boosted



Will you please share the latest information about the Omicron variant and what to expect in the coming months?

Infections with the recently identified Omicron variant of SARS-CoV-2, the virus that causes COVID-19, are exponentially increasing. The rapid growth rate in Omicron infections is believed to result from a combination of increased transmissibility and the ability to evade immunity conferred by past infection or vaccination. Data also show that vaccinated people who either receive a booster dose or who were also previously infected are likely to have stronger protection against Omicron. Early data suggest Omicron infection might be less severe than infection with prior variants; however, reliable data on clinical severity remain limited ¹

The state's positive test rate hit a new record last week of 15.6 percent, according to Minnesota Health Department calculations. According to the University of Minnesota's Michael Osterholm, the next few weeks could be the equivalent of a "viral blizzard".

I'd like to know what the vaccination rate is among different populations on campus – faculty/staff/admin and students.

We do not collect vaccination rate information from staff/faculty/admin due to confidentiality reasons. Our most recent MIIC (MN immunization database) report, we have 73% of Winona Campus and 78% of Rochester campus students with at least one dose of vaccine.

The booster has proven to be more effective against COVID than just the 1 or 2 shot series. Will this be required of students to help prevent the continued spread on campus, particularly with Omicron?

Boosters are highly recommended but are not required at this time. CDC is encouraging all to be "up to date" with the covid vaccination which includes getting the booster as soon as the time frame is appropriate. This recently changed to 5 months post initial series for both Pfizer and Moderna, J&J remains at 2 months post initial series.

I am wondering if WSU will update our quarantine/isolation guidelines to align with new CDC guidelines? Students are expecting to be quarantined for shorter lengths of time if vaccinated yet we have to tell them we must abide by current WSU guidelines which still state 10 days

Information is changing rapidly. Keeping the website up to date is a priority however very challenging. In the meantime, Health Services sends out a Health and Wellness Services Snapshot email with the most recent information so please refer to this for the most recent changes.

We have transitioned to the 5 days isolation for positive results if asymptomatic or symptoms improved/resolved for the time being as we wait for official recommendations from MDH IHE and ACHA. This guidance will be forthcoming later this week so this will be updated as appropriate.

The piece of this guidance that is vital, is the consistent use of well fitted masks for days 6-10. Quarantine guidance is reflective on vaccination status including booster status. If "up to date" on vaccination series and booster, you are not required to quarantine if exposed.

Students are required to have the MMR and tD vaccines. Why are they not required to have a COVID vaccine?

Vaccination requirements are decisions that are made at the state level.

Can WSU be more transparent about how the medical advice it is receiving and how it evaluates said medical advice? For example, for the faculty who are in the process of starting the semester online, how will we be advised, know and trust when we can safely transition to in-person classes?

Health and Wellness services and other campus members attend a weekly MDH IHE meeting where the current situation and recommendations are discussed. We also keep a watchful eye on CDC, ACHC, our counties, in addition to our specific campus situation as campuses throughout the system have different resources and situations.

The information gathered is routed through the Test, Trace, Isolation, and Vaccination committee and from there, these recommendations are passed on and finalized by the Cabinet. Communication of these recommendations are disseminated through housing, health services, and Marketing/Communications through an additional communication subgroup.

WSU does follow MDH recommendations and then make specific guidelines that are more appropriate for our specific campus setting. For all classroom instruction decisions, I would defer that to the provost.

What procedure should faculty follow if they have minor cold symptoms: runny nose, a cough, some fatigue? I don't want to get bounced out of the classroom unnecessarily."

Any symptoms, even if you think it may just be "a cold", need to be evaluated with a covid test to differentiate if the symptoms are Covid.

We are not able to test faculty/staff at Health Services but there are many testing options in the community.

Why are non-symptomatic staff asked to test weekly and now Health Services suggests that students who aren't vaccinated get tested after returning from break. Tests are in short supply and should really be used for those having symptoms in my opinion. Tests are also expensive, and we know vaccinated people can also get Covid so to me this doesn't seem like a good use of University dollars.

After so much focus on equality and inclusion, why is WSU singling out unvaccinated staff and students who don't have symptoms to test them when several vaccinated people could also be walking around with Covid and not even know it.

WSU Health and Wellness Services prioritizes its testing for symptomatic or those exposed. All other student testing recommendations and requirements are done through community testing sites.

Without full vaccination across the board, the best way to capture and stop the spread is through testing at high-risk times and in communities that are higher risk. We are a congregate setting and in high-risk counties.

Academic Affairs



Dr. Darrell Newton
Provost and Vice President for
Academic Affairs



Spring Semester 2022



- **As indicated in previous emails, classes will be in-person or online as previously planned. Please share your planned delivery method with the Dean of your college. This is especially important for the first two weeks of the semester, as some faculty choose to pivot to Zoom. Individual professors have authority over their delivery method.**

Spring Semester 2022



- **Mask wearing will continue to be required inside WSU buildings until further notice. This obviously includes our classrooms. If it's necessary to remove masks for pedagogical purposes (i.e., CPR classes, performative courses, etc.) please use your best discretion with attention to safety measures already in place.**

Forwarded Question

Some of the questions asked of Academic Affairs, in advance:

- Will all professors still be required to have a zoom option for class, in the event that they have students out sick? **No. Faculty are not required to do so. They should “pivot” as necessary, and with their own discretion.**
- If cases hit a million in one day why are in class classes an option still this seems like a disaster waiting to happen, are you thinking about all online again? I think we should be safe rather than sorry. **I wish it was that simple. For every comment like this one, there are two wondering why we “can’t get back to normal”. We are following System, CDC, and MDH guidelines – all while trying to do what’s best for our campus.**
- At what point do we consider transitioning to online/distance learning with the continued threat of rapid spread on campus and in-person? **This can happen whenever faculty feel it’s appropriate. They simply need to advise their dean and their students.**

Forwarded Question

- Given that President Olsen has put the decision on faculty about going online the first two weeks of classes, stressing that the university don't want it to seem like a "bait and switch" for students, will this be the standard model for how the rest of the school year will go? Or if the COVID-19 numbers get high enough, will the President make the decision to go online? **Possibly. We simply don't know currently. Overwhelmingly faculty and students have expressed a desire to "return to normal" as soon as possible. Therefore, we'll need to keep a close watch on contagion rates, as before, and decide from there. Dr. Janz?**
- Is social distancing going to be required? How would it be implemented if most classes are face-to face? **This has been, and is addressed, in the COVID Toolkit available to faculty at https://learn.winona.edu/wiki/In-person_COVID_Toolkit**

Forwarded Question

- **What arrangements are most professors making for students that are already contacting professors saying that they tested positive to COVID? How do professors combine face-to-face class with virtual class? I lack this experience because I've been teaching virtually due to COVID since the second half of Spring 2021, so my students were able to attend class if they chose to.**

Again, I would suggest consulting the COVID toolkit at https://learn.winona.edu/wiki/In-person_COVID_Toolkit, talk with your colleagues and/or your dean for guidance.

Forwarded Question

- **What would make the administration realize that moving classes online is imperative? Once again, for each of you that express this sentiment, others ask for the opposite, wanting us to face-to-face no matter the circumstances. The way forward is not a simple solution. It never was.**
- **What day of the week will the ineligible list be pulled for students in practicums etc.? Dr. Janz and Tania Schmidt have indicated Monday afternoon this will occur, after all entries from the week and weekend prior are accounted for. The lists will be generated and the chairs and/or OASs from the affected majors will be notified by the Dean's office.**
- **What day of the week should students submit their negative test results, if they are required to do so? How 'old' can the test results be? Some settings do not get results back for 72 hours, at which point, the results seem obsolete, particularly with the omicron variant onset. Connie, can you please address?**

Forwarded Question

- **Do all students who are in internships need to provide proof of vaccination/test weekly? Is this the case for students outside of the CoNHS? We have students placed in agencies alongside students from other majors (ex. Psychology, sociology, criminal justice etc.) so it would be nice to know that all students from WSU have the same expectations. Not just students from CoNHS. Proof of vaccinations and testing depends upon the agency where a student will be employed or interning. In Nursing, as anyone can guess, the requirements are far more rigorous, and for good reason.**

Forwarded Question

- **Based on how quickly Omicron spreads (infects and multiplies 70 times faster than Delta), some schools have already chosen to move online, delayed their semester or anticipate shutting down due to short staffing (with employees either out sick or in isolation, caring for someone who is sick, or caring for a child who is in isolation or in remote-learning mode. What is the plan at WSU in the event we also get to that point and why is this not something that is openly discussed? This has been discussed with Health and Wellness Services, MinnState System, WSU Cabinet, Student Senate, the Deans and many others. We are presently discussing it with all of you. In most cases, we seek to hear from MinnState, and MDH on the best recommendations and then proceed.**

Forwarded Question

- **Why was the forum not held prior to the return of students – when there was still time to make preparations for a return to campus during what’s considered one of the biggest surges of this pandemic? Again, intelligence was still being gathered, and discussed among those aforementioned; especially the COVID-19 Planning and Response Team and the Classroom Instruction Group. These groups are comprised of the Cabinet, representatives from Housing, Facilities, Student Life, and many other offices on campus. Again, we are trying to proceed cautiously in an effort to serve our students, support our faculty, protect our staff, and more.**

Forwarded Question

- Once again, for each person that queries about inaction, or when we are going online, there are others who push back against this effort. Here's an example, in part:

“I have a comment for you. Let us go back to normal. It’s selfish to keep us from living our lives. My OPTIONAL study abroad was cancelled yesterday because the 1% of people that actually still fear COVID for some reason get to decide things for all of us. If you care about the students’ education, why would you cancel these programs? It’s evil to give us false hope. Covid no longer poses a threat since the vaccines are now available to anyone who wants them. It’s time to go back to normal.”

Forwarded Question

- Once again, for each person that queries about inaction, or when we are going online, there are others who push back against this effort. Here's another of many examples:
 - *I am writing because me and a lot of other students are fed up with the restrictions and policies on campus. First off, I want to say that COVID will and ALWAYS be here. It is not going anywhere, that is common knowledge. Many people are afraid to speak up against these policies on campus for fear of not being "politically correct" and getting bashed for their view. If this university does an anonymous poll asking students what they think they are comfortable with, the polls will show that these restrictions such as masking are not necessary.*

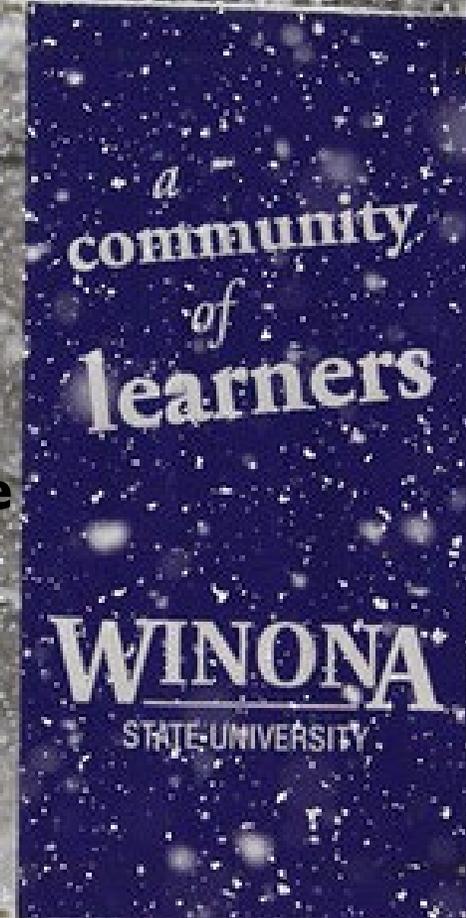
Student Life and Development



Dr. Denise McDowell
**Vice President for Enrollment
Management and Student Life**

**All-University COVID Forum
Student Life and Development Update
January 12, 2022**

**Presented by:
Dr. Denise McDowell
VP Enrollment Management and Student Life**

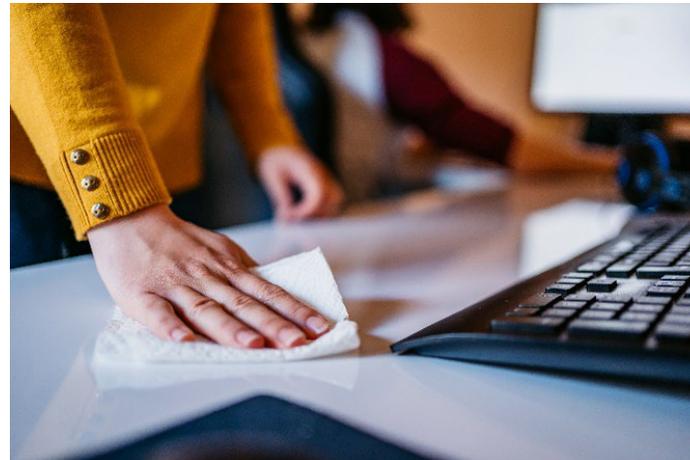




I have too many
flaws to be perfect.
But I have too many
blessings to be
ungrateful.

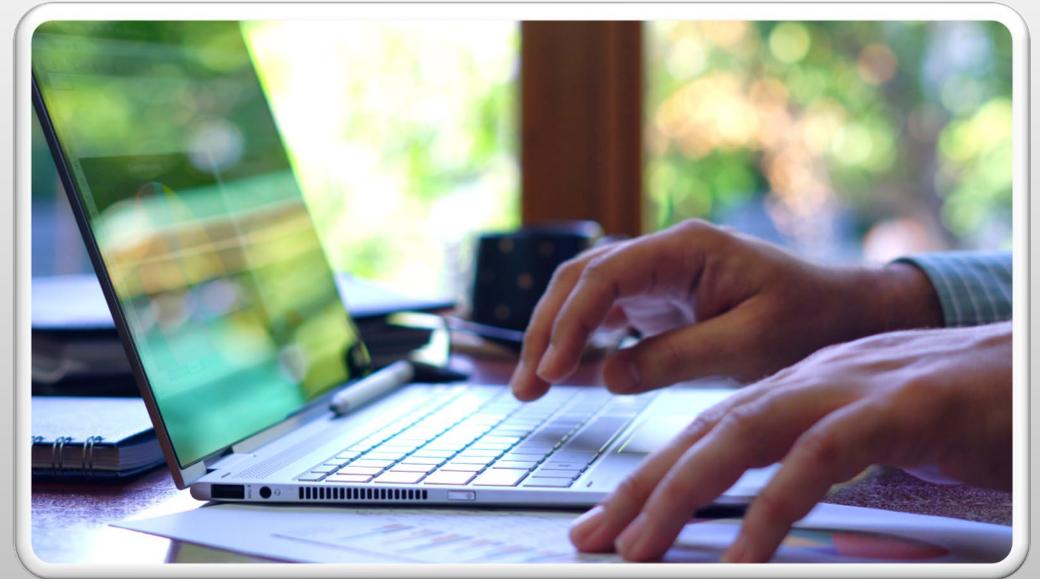
LAYERED PREVENTIVE MEASURES

#ItsWorth
A Shot



ATTESTATION & COVID-19 TESTING (WSU STUDENTS)

- If you have not already done so, use the student e-services portal to upload your vaccination information.
- This allows a smooth transition to participating in intramurals, housing, music, theatre, choir and other campus activities.



HOUSING & RESIDENCE LIFE

- 35 new students were welcomed to the Residence Halls
- Spring numbers are not available until next week
- Room change requests for spring semester begin on January 18
- Hall staff are focusing on 1:1 interactions during the lay low period
- 85% of the students living in university housing have attested they are vaccinated
- 15% are testing for COVID-19 weekly
- Tau Center continues to be used for Isolation Housing



CHARTWELLS

- All campus dining locations will be open Spring semester as they were during the fall. [Click here](#) for hours of operation.
- There are dining options available for every comfort level:
 - Dine-in at Jack Kane Dining hall in Kryzsko Commons
 - Buy into the reusable to-go program. [Click here](#) for program details.
 - Come to any retail location (Somsen Cafe, Einstein Bros. Bagels, or Zane's), order your food and go, or stay and dine. Use the GET Mobile Ordering app. [Click here](#) for more information.
- Winona State University and Chartwells Dining Services take all precautions to keep you safe when dining. We continue to monitor the pandemic situation and will take the necessary steps to provide appropriate dining options on campus.
- As a reminder, masks need to be worn properly (over the mouth and nose) when in any dining location, unless seated at a table while eating.



SANCTIONS FOR NON-COMPLIANCE

Violations to date 8/23/2021 to 1/10/2022	1 st Violation-Warning Letter	2 nd Violation-Possible Sanction(s) (Reflection Paper, Educational Program, Disciplinary Probation and Community Service)	3 rd Violation-Possible Sanction(s) (Educational Program, Disciplinary Probation and Suspension)
Face Covering-On Campus	54	9	0
Social Distancing-On Campus	3	0	0
Both-FCSD-On Campus	2	2	0
Face Covering-Off Campus	0	0	0
Social Distancing-Off Campus	0	0	0
Both-FCSD-Off Campus	0	0	0

MENTAL HEALTH & WELLBEING

- Visit the WSU Counseling and Wellness Resource page:
www.winona.edu/counseling-services/resources.asp
- To schedule a confidential appointment with a counselor: Call 507.457.5330 or email counselingservices@winona.edu
- The Mental Wellness Taskforce will begin its work Spring 2022. More information to come.





IWC FITNESS CENTER

Hours

Monday thru Friday 6am-10pm

Saturday 10am-6pm

Sunday Noon-10pm

The current hours subject to change as MDH recommendations adjust

Reminder

Masks are required in the facility

Maintain physical distance

Sanitize equipment surfaces after use

Restricted availability for scheduled events

To slow the spread do not use the facility if you are sick, exposed to COVID-19, or tested COVID-19 positive

MEANINGFUL CONNECTIONS FOR ALL STUDENTS

Although we are laying low, we are here for YOU.

In-person, Online, and Hybrid. Consider using our “Assistance at a Distance” form on WarriorSpace.

SLD Personnel are ready to guide you to the appropriate resources.

We will do our best to meet and exceed your expectations.



Will the E-Sports lounge have enforced mask rules?

Mask are required to enter Kryzsko Commons. The expectation is the same in any room inside the Student Union. Masks required are listed on the lounge rules signposted in the space, and student staff reminds users to keep masks on when they check out equipment from the desk. The Warrior Esports Lounge is open 10 am – 10 pm every day.

Why are only unvaccinated students being tested weekly when it is proven vaccinated people can also get and transmit COVID? Wouldn't it be safer to test everyone weekly?

The availability of tests and related costs makes it impractical to test vaccinated and unvaccinated people weekly. The vaccinated has a layer of protection the unvaccinated group does not have.

No monitoring elevates the health and safety risk for both groups mentioned. Instead, adopting a "soft approach" allows for vaccine attestation or weekly proof of a negative COVID test, a practical resource management measure.

Could you please cover information related to mandatory COVID testing for specified student groups when they have chosen not to get vaccinated? More specifically, has the implementation of this requirement been effective? What are the ramifications for any student who does not follow through?

In the Fall of 2021, the Minnesota State Colleges and Universities System designated groups with high-risk contact in living, sports, clinical, and internships. The attestation process and periodic testing have proven to be effective layered preventive measures with that backdrop.

History is being written, but this we know, at this time, WSU attestation rates are respectable, and severe COVID-related illness resulting in hospitalization among our student population is negligible.

Why can't we mandate the vaccine for all WSU students?

In a college or university setting in Minnesota, a mandated immunization requirement requires a modification of the MN Statute 135A.14 Statement of Immunization. Read more about the Minnesota Statutes to learn more about the process.

Can we make students get tested if they are unwilling to get the vaccine?

Until the State of Minnesota modifies the immunization requirements, students unwilling to get the vaccination are allowed a weekly testing option. Adopting a "soft approach" allows for vaccine attestation or weekly proof of a negative COVID test as a risk reduction measure. There are always exceptions based on academic partnership agreements with outside agencies for clinical, internships, and practical learning experiences.

I understand COVID has contributed to the decline in enrollment. However, [UC San Diego currently has record enrollment](#). What is being done to understand better what they are doing to bring in and support such an increased student population during a pandemic?

Location, Location, Location. UC San Diego is part of the University of California System. California has growing demographics, a robust online presence, international focus, and graduate programs. So much to learn about identifying niche markets to fulfill the university's mission.

Why is it that information about vaccination attestation/testing was sent out to students from the Warrior Hub, without sharing that communication with the people (such as myself, the field director of a program impacted by the communication) who end up having to answer all of the questions from students?

The Warrior Hub worked within a workgroup to launch the attestation process at WSU. In short order, the attestation workgroup did a fantastic job of creating a smooth process with minimal pinch points.

However, as we know better, we all will do better. Therefore, the concern will be forwarded to the Attestation Workgroup to improve communication.

What day of the week should students submit their negative test results if required to do so? How 'old' can the test results be? Some settings do not get results back for 72 hours, at which point, the results seem obsolete, particularly with the omicron variant onset.

COVID-19 tests are due by Noon every Friday of the week. The monitoring verification results are sent to academic departments on Monday. Tests are required weekly. As an operating premise, weekly testing results are valid for seven days from the date of testing. If students are waiting for results, we will work with them. Please reach out to the Warrior Hub if you have questions.

An email was sent out to students around Noon today as a reminder to submit vaccination information. A non-response resulted in a hold placed on student accounts. Lastly, if students submit a positive test, the date of the next test will be appropriately moved out.

WSU Employees



Lori Reed

Director of Human Resources



Human Resources Update

www.winona.edu/HR/



- Telework
 - Two-week lay low period
 - Spring semester
- Employee and Student Employee Weekly COVID Testing
 - Continuing during spring semester
 - MMB Policy 1446 - updates anticipated
 - Boosters
- Mental Wellness Taskforce – January 27, 2022

Since the CDC is now saying that one is fully vaccinated when they have their booster, will we need to resubmit our vaccine card with the booster information?

We expect the State of Minnesota to update HR/LR Policy #1446, COVID-19 Proof of Vaccination and Testing to address reporting of boosters. We will notify employees and student employees if proof of a booster vaccination needs to be submitted.

Winona County has a 15% positivity rate ([according to the NYT](#)) and is considered extremely high risk (and this is even before students return to campus). I understand WSU is encouraging people to keep their distance and lay low the first couple weeks of Spring term, but that is not possible for everyone and is dependent upon supervisors allowing their subordinates to do what feels safe to them. How are employees supposed to put their wellness first when they are not in a position to make those decisions? WSU employees should not have to choose between their health safety and their job's financial security.

WSU values both our employees and our students and strives to balance varying needs. Campuses are open and students are on campus. With that in mind, campus leaders have been asked to establish plans for their respective departments that meet student needs and support employee needs.

Understanding that no single action can prevent someone from coming in contact with the Covid virus throughout a 24-hour day, everyone should follow MDH and CDC recommendations for limiting exposure. Employees should discuss individual concerns directly with their supervisor. Include your administrator in the discussions as appropriate.

Many employees still have young children at home who cannot yet be vaccinated or family members in their household who are immunocompromised (or are themselves immunocompromised). Why is there still such limited flexibility when it comes to remote work? Why is there still such stigma on campus surrounding remote work that often results in workplace exclusion of those who do have remote-work arrangements? [According to Gallup](#), 45% of full time US employees worked from home either all (25%) or part time (20%) in September 2021 with the same number reporting future remote work.

WSU continues to assess telework in FY22. The opportunity for employees to request hybrid telework arrangements has been extended through the end of the semester, May 6, 2022. Employees should discuss options for telework with their supervisor.

Many places are now instituting a mask mandate that requires a well-fitted mask such as N95 or KN95 due to the high virus load of Omicron which makes [cloth and surgical masks less effective](#). Does WSU or MinnState have any plans to move forward with such a mandate? Does WSU have any plans to issue better fitting masks to campus? (Even though we have a mask mandate here on campus, I still see people maskless or wearing their masks improperly – sometimes even people displaying symptoms.)

MinnState and WSU will follow MDH and CDC masking recommendations. They recommend that everyone, both fully vaccinated and unvaccinated, wear a mask in indoor businesses and public settings and crowded outdoor settings in areas with substantial or high transmission. They also recommend wearing a high-quality mask to help limit the spread of COVID-19. This recommendation includes wearing a N95 or KN95 mask, a well-fitting mask with at least two layers of tightly woven fabric or layering a disposable mask under a cloth mask.

WSU will continue making masks available to their students, employees, and visitors. These will be two layered masks of tightly woven fabric. Providing N95s or KN95s is under review.

What is expected right now for someone who is sick and/or has symptoms? Are employees expected to work remotely if able? Should people still be coming to work if they are sick with symptoms but have not tested positive for COVID?

Employees who are sick or experiencing symptoms of an illness should stay home and utilize available sick leave. Contact Human Resources directly with questions regarding leave.

Evaluate symptoms with a covid test to differentiate if the symptoms are Covid.

There is a lot of discussion around student mental health but appears to be lack of discussion or flexibility when it comes to employee mental health as we enter year 3 of this pandemic. Why isn't there more focus and understanding of employee mental health needs?

WSU has created a Mental Wellness Taskforce to assess and recommend services to meet the basic wellness needs of students and employees. The taskforce will hold its first meeting on January 27, 2022.

In addition to Employee Assistance Program opportunities through the State of Minnesota, wellness resources continue to be available through Warrior Well-Being found on the WSU Human Resources main page, www.winona.edu/HR/. Resources, tips and tools continue to be shared with employees in a bi-weekly employee email. Employees are encouraged to take advantage of events and initiatives they find of interest.

There seems to be a disconnect between what is being said and what is actually happening. We as a campus are instructed to put wellness first but are not given options to do that (such as limited remote work availability, lack of in-office schedule rotation, lack of discussion around COVID planning departmentally). Can someone better explain the discrepancy?

Similar to our response to a prior question, WSU strives to balance varying student and employee needs while our campuses are open, and students are on site. Campus leaders have been asked to discuss plans for their respective departments with their team.

Just like no single action can prevent an employee from coming in contact with the Covid virus throughout a 24-hour day, no single action can produce wellness for an employee. Employees should discuss individual concerns directly with their supervisor and include your administrator in the discussions as appropriate.

How long will weekly testing continue for students and employees that have not attested to obtaining their COVID-19 vaccine?

Pending further information from the State of Minnesota, we currently anticipate weekly testing will continue through the spring semester at a minimum.

Will employees and students be required to attest to obtaining their boosters to then determine/undergo weekly testing?

We expect the State of Minnesota to update HR/LR Policy #1446, COVID-19 Proof of Vaccination and Testing to address reporting of boosters. We will notify employees and student employees if proof of a booster vaccination needs to be submitted.

In regard to university travel, why is it not a requirement for persons returning to test for COVID-19 prior to coming back to the office/university for work?

Employees should review and follow CDC recommendations for travel.

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html>

Why does the university not honor or recognize natural immunity? The purpose of the vaccine is to stop the transmission of this virus - and it is not doing that by any stretch of the imagination. If we are to get back to what we know about science, natural immunity should be recognized in the same way as immunity from a vaccine.

We understand and respect that both employees and students alike hold varying views regarding Covid. As a state agency, WSU is required to adhere to State and System Office policy, direction and guidance.

COVID Communications



Jon Olson
Vice President for University
Advancement

Covid Communication

There are many groups on campus who meet/communicate regularly to keep WSU campuses as safe as possible.

Guidance revolves quickly. Bear with the communicators. (Kindness...it matters) Based on CDC, MDH, MN State and local guidance.

Learn from and share communications to improve campus knowledge.

Is there a plan to lift the mask-mandates in place?

No. Per the system office's guidance handed down on August 3, 2021, there is an indoor mandate as long as community spread is at elevated levels.

Is campus going to start enforcing its mask policy with actual consequences, in order to deter students from wearing it incorrectly or going without their mask?

Layered preventive measures, including wearing masks will be enforced. Signs and messages are being refreshed to promote compliance. There are human limits to enforcement.

Therefore, we count on circles of influence to modify our campus culture. Sanctions for non-compliance are in place through the Office of Student Conduct and Citizenship.

We are a work in progress.

If we will be holding those who are breaking mask mandates accountable? If people are not being held accountable for their actions- what is the point of the mask mandate in the first place if we are going to excuse the carelessness of others? Isn't the whole point of wearing a mask to prevent transmission of COVID-19 among other transmissible illnesses? If we are not holding people accountable, doesn't it signal that this regulation does not matter, resulting in more mask-less events?

Generally speaking, masks at large events lack 100% compliance—an area needing improvement. The goal is for each student and employee to model the Winona State practice when representing WSU. Large group events continue to be a work in progress.

Given that WSU will not be providing N95 or KN95 masks for the community, where can we best go for guidance and for faculty and staff, what reimbursement is possible given that WSU has recommended them for work, and they are both expensive and disposable?

New guidance from the Chancellor's office mentions the use of a two-layered, tightly-woven fabric mask or a surgical mask with a cloth mask over. WSU has given away cloth masks many times and then has free surgical masks at the entrances of buildings.



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