



Middlebury

# Vermont House Committee on Education

February 3, 2021

# Our three-part COVID goal:

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Keeping people:

- ❖ Healthy
- ❖ Learning
- ❖ Employed



Middlebury

# Goals met so far

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- During this 100 year pandemic, Middlebury College, Addison counties largest employer, has been able to meet its academic mission for most of its students in healthy and safe environment. During this period it is estimated Middlebury will lose more than \$30 million in revenue, while maintaining its core value of taking care of its people. Middlebury will compensate its faculty, staff and student workers \$125 million and \$45 million in corresponding benefits (with no reductions) in our commitment of wage and benefit continuity during this pandemic.



## Impacts of Covid on Middlebury College

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- Over the course of FY20 and FY21, Middlebury will lose approximately \$30m in tuition and auxiliary revenue because of Covid.
- It is also spending over \$2m in Covid testing costs and over \$1m in expenses to retrofit its campus to accommodate social distancing guidelines.
- As a result, Middlebury incurred a loss of over \$11m in FY20 and is projecting another loss of over \$10m in FY21.
- Despite incurring these significant losses, Middlebury has committed to maintaining wage and benefits continuity for its staff and faculty - over \$120m in salaries and \$40m in benefits annually.
- The loss for FY21 was originally projected to be \$18m. However, funding from the Federal and State governments, and Middlebury's cost mitigation strategies, have lowered the projected loss from \$18m to \$10m in FY21 as indicated above.
  - The attached slides have details on the funding from the Federal and State governments.



## Federal Support

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- CARES Act (\$1.9m)
  - Primary uses include aid to students and credits for room & board
- CARES Supplemental Appropriation (\$2.9m)
  - Primary uses include aid to students and COVID testing and administration costs
- Employee Retention Tax Credit (\$1.1m)
  - Primary uses include maintaining wage continuity for faculty and staff over the spring and summer despite no students on campus and significant loss of revenue.



## State Support

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- Pass-Through Covid Relief Funds from State of VT (\$986k)
  - Primary uses include COVID tests and test administration in Fall 2020.
- Act 154: Vermont Independent College Covid-19 Impact (\$750k)
  - Primary uses include retrofitting campus infrastructure with a goal of “de-densifying” and complying with social distancing guidelines.
  - Despite being the largest independent college in Vermont and incurring some of the largest COVID-related losses amongst this cohort, because of its resources Middlebury administrators felt that its percentage allocation should be smaller than other colleges. Middlebury received an allocation of \$750k while over half of the other independent colleges received allocations of \$1.2m.



# How is Spring Semester shaping up

			Less	Total	Attending	Attending
	<u>Semester</u>	<u>Total</u>	<u>Withdrawals</u>	<u>Attending</u>	<u>Remote</u>	<u>in person</u>
Fall October Board Meeting	Fall 20	2,853	290	2,563	368	2,195
January 29th, 2021	Spring 21	2,852	298	2,554	393	2,161
Enrollment change from Fall		(1)	8	(9)	25	(34)
% change from Fall		0.0%	2.8%	-0.4%	6.8%	-1.5%





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# Guidelines on how we opened for Fall 2020



# Fall 2020

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- **Pre-Campus Arrival**

- self-[quarantine](#) at home for 14 days before traveling to campus.
- using an app designated by the College, I will complete daily health screenings (also referred to daily health checks) during the 14-day pre-arrival quarantine, as well as a pre-arrival questionnaire,
- will not come to campus if I have any COVID-19 symptoms as defined by the [CDC](#), if I have been in close contact with someone who is positive for COVID-19, or if I have tested positive for COVID-19 within the last 14 days.
- will travel to the Middlebury College campus as directly as possible and will arrive on campus at my designated arrival time.
- will follow all health and safety precautions during travel, including limiting stops to only those that are necessary, physical distancing from others whenever possible, always wearing a face covering, and using frequent and proper hand hygiene (i.e., washing hands with soap and warm water or using hand sanitizer when soap and water are not available).



# Fall 2020

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- **Post-Campus Arrival**

- will comply with all COVID-19 testing protocols as directed by the College and/or local, state, or federal officials including testing, free of charge, as arranged by the [Center for Health and Wellness](#) (“CHW”) and the [Broad Institute](#), including day zero, day seven and targeted dynamic testing throughout the semester.
- consent to having all COVID-19 test results shared with CHW, the Vermont Department of Health, the Broad Institute, and other health-related agencies, as applicable.
- will comply with all confidential contact tracing protocols as directed by the College, the Vermont Department of Health, or other local, state or federal officials, including supplying the names and contact information of other individuals with whom I have been in recent, close contact, to the contact tracer.
- will maintain a contact journal that lists the names of other people with whom I have been in close contact each day. I agree to share this information with the contact tracer to assist with the contact tracing process.
- Using an app designated by the College, I will complete daily health checks (also referred to as “health screenings”), including temperature and [COVID-19 symptom](#) checks, prior to leaving my room in the morning, including going to class or work, going to the dining hall, or participating in any campus activity.



# Fall 2020

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- will bring a thermometer to campus for my personal daily health screenings
- In the event that I have one or more [symptoms](#) of COVID-19, I will immediately report those symptoms to CHW. I will quarantine in my dorm room (or in my off-campus residence, as applicable) until I receive further guidance from CHW or other appropriate health official.
- will receive the 2020 flu vaccine when it becomes available (unless I have a documented religious or medical exemption, which I will provide to CHW).



# COVID Rates for Fall 20

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- 2 positive students upon entry in late August
- 3 positive students upon exit in late November, before Thanksgiving
- Targeted dynamic testing program, increased exit testing
- Reasons for success:
  - Good fortune
  - High student compliance
  - 14 day pre-arrival quarantine
  - Peer to peer education
  - Early signaling of no-tolerance in Phases I and II
  - High touch allowed for more control and communication
  - High level of communication and collaboration with the state government





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Guidelines on how we will  
open for the Spring 2021

# Spring 2021 Reopening

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This spring, students, faculty, and staff will protect themselves and others by doing the following:

- Staying informed about the latest campus health conditions and requirements,
- Committing to the protective health behaviors that allow for living, learning, and working together while protecting others, and
- Avoiding activities and environments that have been proven to increase transmission of the virus.

## Spring 2021

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- As members of the Middlebury College community, we all must be vigilant and persistent in protecting our own health and that of others, on campus and in the greater community.
- I affirm that I have reviewed, am familiar with, and will comply with the Spring 2021 Campus Guide, the COVID-19 Health and Safety Policy, the campus status requirements as reflected on the campus status webpage, and the College's other health and safety directives.
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- I understand that violations of the public health and safety components in this pledge; College policies, including the COVID-19 Health and Safety Policy; the campus status webpage, and directives from College officials may result in my immediate removal from campus for the duration of the COVID-19 crisis, in addition to any sanctions outlined in the College's conduct policies and processes.



# Spring 2021

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I pledge to take responsibility for my own health and the protection of others', and to keep the Middlebury community safe from the spread of COVID-19 and other infections as instructed by the College, by committing to health measures including the following:

## **My Health:**

- Monitor myself daily for [COVID-19 symptoms](#).
- Wash and/or sanitize my hands frequently and thoroughly.
- Maintain physical distancing.
- Get vaccinated against influenza, unless I have a documented medical or religious exemption.
- Get vaccinated against COVID-19 once it becomes available and when directed by the College, unless I have a documented medical or religious exemption.
- Complete all required safety training.





# Spring 2021

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## **Your Health:**

- Wear face coverings.
- If I am sick, stay home or in my room, observe isolation and quarantine procedures, and report my symptoms as directed.
- Be kind, polite, and attentive to anyone who needs help or a reminder about community standards.

## **Our Health:**

- Keep my clothing, belongings, personal space, and common spaces clean.
- Participate in testing, contact tracing, and contact journaling.
- Abide by safety requirements regarding close contacts, campus visitors, off-campus travel, social gatherings, and events.
- Carefully observe posted signs and occupancy restrictions, and follow directions for using campus spaces and resources.
- Participate swiftly and responsibly in all evacuation and lockdown procedures.



## Fall 2020 Violations

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- The office of community standards responded to 187 reported alleged violations deemed serious and credible enough to warrant our formal process.
- Of those 187
  - 132 were substantiated and the involved students were disciplined.
  - 55 were found not responsible after investigation.
  - Of those found responsible, 24 were removed from campus housing, or in cases where the student was an in person learner approved to live off campus, barred from campus.
- These violations are considered public health violations, and are not a permanent part of a students' disciplinary record



# Changes to Spring Approach

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- If high level of student compliance continues, move through stages more quickly
- More informal gathering spaces
- Room quarantine coincides with start of classes
- Mini-breaks, no travel off campus (April 8-9; May 3<sup>rd</sup> long weekend)
- Expect more cases

# *Friluftsliv – Free-loofts-liv*



## *Open Air Life*

*Friluftsliv is a natural part of Norwegians holidays and spare time, and is deeply engrained in the country's heritage. It's about embracing the outdoors, even in winter with its chilly temperatures. Taking time to connect with nature, to breathe in fresh air and to appreciate the simplicity of the outdoors. "Outdoor life does not focus on competition or timekeeping, but on physical activity at your own pace, as well as relaxation, calm and time for yourself, and with others," - Dag Terje Klarp Solvang*

## Everyday Living

### **Indoor**

- Increase social space available for students – non – scheduled hang out space
- Classrooms, indoor spaces with fireplaces, Pavilions/Tents, Rehearsal & Arts space, Athletics
- Ice activities in Kenyon (Curling, broomball, free skate, etc.)
- Indoor gaming - Arcade (new and old school)
- Find space for events/evening coffee bars
- Relaxation Space (Ross) & Peer Listening Program

### **Outdoor**

- Fires - pits, barrels)
- Lighting – trees / buildings – festive and inviting
- Tree platforms, swings
- Outdoor games (e.g. Cornhole, Kan Jam, etc.)
- Winter gear available, snowshoes (Gear room has 40 pair), Sleds!, hammocks
- Snow structures - e.g. outside the dining hall – construct before students arrive
- Cross country ski / Fat bike at the golf course
- Outdoor ice rink



*What it could look like....blankets, lights, outdoors*





Middlebury

Thank you to the  
legislature.

Our success was in large  
part due to our  
collaboration with the  
state.



Middlebury

Proud of being a Vermont  
citizen.