

Eshelman School of Pharmacy Reopening Plan Fall 2020

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Version 1

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School Priorities

Principles of Operation

The UNC Eshelman School of Pharmacy will follow the principles outlined in the Roadmap on the Carolina Together Website (<https://carolinatogether.unc.edu/>).

Our first priority is the health and safety of our faculty, staff, and students.

Our strategies and interventions to return to campus safely will be based on evidence and science. Our operational principles currently center around 4 community standards that we are asking everyone in our buildings to abide by:

1. Screening for symptoms daily prior to coming on campus
2. Wearing a UNC-provided surgical mask in all buildings at all times
3. Distancing from others by at least 1 meter (3.2 feet)
4. Increasing hygiene activities (e.g., frequent hand sanitizing/washing, frequent disinfecting of classrooms, bathrooms, and other spaces)

We are focused on providing the highest quality education to our learners in a flexible way.

We are dedicated to communication and transparency.

This plan is a living document and will be modified and updated as the Roadmap is modified and updated.

Dean's Priorities for Operational Return

The priorities for the UNC Eshelman School of Pharmacy are to safely return faculty, staff, and students to campus buildings to provide a robust on-site education and research experience for our PharmD, MS, and PhD programs, and to support our research enterprise.

UNC Eshelman School of Pharmacy: COVID 19 Operational Return Framework

Operational Return Committee – On June 10, our School leadership shifted focus from pandemic crisis management to operational return. This committee consists of 12 members, with representation from faculty leadership, operational staff, and PharmD and PhD students. The Operational Return Committee is comprised of 3 subcommittees focusing on general operations, education, research, and health and well-being. Given the operational focus of returning to campus, the committee is managed by the ESoP COO and CFO, Scott Savage.

The charge to the Operational Return Committee: On behalf of the Dean, manage all operational return issues with the specific deliverables of (a) developing and delivering a plan to the Provost and (b) implementing the plan for July/August 2020 return to campus, with subsequent adjustments into the Fall 2020 academic year.

General Operations Enterprise

Enterprise General Operations Subcommittee

This subcommittee is charged with discussing and implementing operational return practices for a successful student, faculty, and staff return in the Fall 2020. The team is taking the guidance developed by the University on returning to campus, and determining the measures that will work best for our School (e.g., health and safety guidance, workplace signage/wayfinding/capacity, human resource support, etc.) as students, faculty, and staff return to campus. The recommendations and updates from this subcommittee are discussed with the School's Operational Return Committee for inclusion in this Fall reopening plan. Team Members: *Chris Allen, Deryck Dunn, Dave Maldonado, Jason Martin, Corey Parker (UNC Housekeeping), Stan Parker, Wayne Pittman, Herb Richmond (UNC Housekeeping), Matt Rivenbark, Greene Shepherd, Randy Stutts, Jason Whitley. Reports to Scott Savage.*

Return to the Workplace

The Eshelman School of Pharmacy will follow the University's guidelines for the safety and well-being of our campus community that are outlined in the [Carolina Together – The Roadmap for Fall 2020 website](#). The School has aligned and agrees with the University's [perspective](#), [guiding principles](#) and [goals](#). During this time, we will adopt the same [community standards](#) and behaviors that will help promote a healthy campus.

All faculty, staff, and students are expected to honor and self-govern compliance with our standards and principles. As we plan for our phased reentry to normal campus operations, we request and expect that we will operate out of compassion, understanding, and concern for each other. We will work to balance individual needs for flexible work arrangements with the broader needs of the UNC Eshelman School of Pharmacy and the overall University mission.

As faculty and staff transition to working on campus, the University will provide legally required accommodations through the [Equal Opportunity and Compliance \(EOC\)](#) process. Flexibility requests for other circumstances will be handled by the supervisor or chair in consultation with School leadership. Our Human Resources team is partnering with the Academic Personnel Office, Office of Human Resources, and EOC to manage this process.

Health and Safety Guidance

1. [SYMPTOM MONITORING](#) will align with University guidance. All students, faculty, and staff should check symptoms before attending on-campus activities and thought out the day using the [COVID-19 screening checklist](#). Anyone who is experiencing any symptom(s) indicated on the screening checklist must not come to campus. Instead, such persons should contact the University Employee Occupational Health Clinic or Campus Health (students) and act on their instructions.

Any individual who has tested positive for COVID-19, who has been referred for testing or who is awaiting test results, should notify their supervisor that the EHO has advised them not to

report to work. Students should notify the Office of Student Affairs through the Eshelman Care Team Line. Refer to the website for additional detail and updates.

2. [FACE MASKS OR FACIAL COVERINGS](#) must be worn in all classroom settings by students, faculty, staff, and visitors from the time they enter the building to the time they leave the building and common indoor spaces such as bathrooms and hallways. In dining halls, masks must be worn except when eating or drinking. In addition, masks must be worn in outdoor settings where physical distancing of at least 6 feet is not possible.

Although there is no University requirement for eye protection or face shields, the School of Pharmacy will provide them to faculty, staff, and students if requested. If they are needed, they can be requested from their supervisor or OCSA for acquisition. [Video guidance](#) is available for reference. Additional details and updates will be provided on our website.

3. [HANDWASHING](#) throughout the day is critical. We are asking everyone in our buildings to wash their hands often with soap and water for at least 20 seconds. This is especially important after being in public spaces, after touching commonly used surfaces or after blowing a nose, coughing, sneezing, or touching the face.

If soap and water are not readily available, hand sanitizer will be provided that contains 60% to 90% alcohol. Hand sanitizer dispensers will be installed throughout the buildings, restrooms, and common areas. Additional details and updates will be provided on our website.

4. [PHYSICAL DISTANCING](#) requirements are anchored with the most recent research and data (see references section). The UNC Eshelman School of Pharmacy has adopted a minimum of 1 meter (~3 feet) physical distancing in scenarios where all are appropriately masked (“mask to mask”). Public health scholars believe the 1 meter minimum with masks will greatly reduce the opportunities for transmission or acquisition. Schools will have the discretion to expand distancing greater than 1 meter for certain classrooms. There will be a 6 feet minimum distance between the instructor and the first row of students in every classroom. Additional details and updates will be provided on our website.

Mental Health and Well-Being

Anxiety, depression, fear, and other emotions are perfectly normal responses to the uncertainty we are facing with the COVID-19 outbreak. Students, faculty, and staff are urged to practice self-care and use the support of resources that are available. Additionally, our Well-Being and Resilience team and our Human Resources team will assist in navigating these options.

1. [Campus Health](#) appointments can be made by phone 919-966-2281, or a request for an appointment can be made on the Healthy Heels Portal. All should call 919-966-2281 prior to coming to Campus Health. Campus health is currently providing clinically appropriate telemedicine support, and are assisting remotely for issues such as a cough, sore throat, fever, runny nose, ear pain, pink eye, skin concerns, mental health needs, nutrition, gynecology

issues, contraception, and prescription refills. Campus health will maintain staffing to offer a limited number of in-person appointments for acute illness. Student ID and an insurance card is needed at the time of service.

2. [The Eshelman Care Team](#) provides coordinated assistance and support to students through a centralized structure and method for outreach, referrals, and case management. The Eshelman Care Team referral can be used personally or for a classmate. Students can call 919-813-0481.
3. [Counseling and psychological services \(CAPS\)](#) is a 24/7 services addressing the mental health needs of students. Students can visit Campus Health after calling (919-966-3658) and scheduling an appointment.
4. Other resources:
 - a. Crisis Text Line: Text HOME to 741741 to connect with a Crisis Counselor
 - b. Suicide Hotline: 1-800-273-8255
 - c. [Employee Assistance Program \(EAP\)](#): Includes a limited number of face-to-face visits with a local counselor at no cost. Access via phone, 877-314-5841, or online at guidanceresources.com. Click on register and enter the Organization Web ID: TARHEELS

Guidance for Specific Workplace Scenarios

1. [Travel](#) for both personal and University-affiliated needs are supported by current state epidemiology data and state guidelines. Additional details and updates will be provided on our website.
2. [Parking and Transportation](#) continue to evolve on a routine basis. Masks should be worn before entering the bus, and travelers should avoid touching services. Upon disembarking, it is recommended to wash hands or use alcohol-based hand sanitizers as soon as possible and before removing the mask. Additional details and updates will be provided on our website.
3. Room reservations and meetings are planned to meet current space and physical distancing guidelines. Open room reservations will not be open to students, faculty, and staff for the Fall Semester 2020. Students may reserve the spaces in the evenings with the caveat the space is vacated before the evening cleaning.

For those working on-site, meetings will be from video conference rooms or individual offices. While on-site, communication with colleagues and supervisors is encouraged by email, instant message, telephone, or other available technology rather than face-to-face. A range of collaboration tools (e.g., Zoom, Microsoft Teams, etc.) are also available.

4. Using restrooms: Maximum occupancy of restrooms will be based on the number of sinks to ensure appropriate physical distancing. Hands must be washed thoroughly before leaving

the restroom to reduce the potential transmission of the virus. The use of masks or face coverings is required in restrooms occupied by more than one person.

5. Using elevators: Use of elevators should be limited to avoid close proximity with others in a confined space. For all elevators, a maximum occupancy of 1 will be observed.
6. Meals: Before and after eating, hands should be washed thoroughly to reduce potential transmission.

If dining on campus, a mask must be worn until eating and then replaced afterward. Eating locations on campus will meet requirements for physical distancing between each customer, including lines and seating arrangements. Staff are encouraged to take food back to their office area or eat outside.

If eating in a person's work environment (e.g., office, break room, etc.), physical distancing must be maintained. The School will remove and arrange seats when possible to support distancing and not allowing people to sit directly across from each other. After using common areas, all surfaces must be wiped.

Enter/Exit, Wayfinding, and Capacity Control

Entry to the buildings will be regulated and monitored by University schedule and security. The [UNC One Card](#) can be used to gain access to buildings that are locked. Holding or propping open interior or exterior doors is not allowed. Individuals can request building access through their unit admin.

In conjunction with the University Planning and Design team, capacity and wayfinding recommendations were designed to support current physical distancing requirements. All building occupants are expected to adhere to signage on traffic flow through building entrances, exits, elevator usage, and common use areas. If there are situations where occupants cannot comply with the traffic flow, physical distancing must be maintained.

All exterior building doors will be marked as to whether they are entry or egress points, and all classrooms and conference rooms will be marked with maximum capacity to inform faculty, staff, and students of appropriate use.

Education Enterprise

Education Enterprise Subcommittee

This subcommittee is charged with discussing and implementing strategies for successful student return in the Fall 2020. The team is taking the guidance developed by the University on returning to the learning environment, and determining measures that work best for our School (e.g., numbers of students in classrooms and labs, how to implement a flexible teaching model, types of courses that can be offered in person, etc.) for return to campus. The recommendations and updates from this subcommittee are to be discussed with the School's Operational Return Committee for inclusion in the School's Fall reopening plan. Team Members: *Amanda Corbett (Co-Chair), Jason Martin (Co-Chair), Mike Jarstfer, Melissa Jones, Rachel Parry (PhD student), Chris Phippen, Libby Powell (PharmD student), Chris Parish (PharmD student), Greene Shepherd, Colleen Wernoski, Will Taylor. Reports to Wendy Cox.*

The Education Enterprise Subcommittee's curriculum proposal for Fall 2020 is located on the School's Return to Campus website: [ESoP Fall Curriculum Proposed Plan](#)

Scheduling and Operations of Classes

- **Symptoms Screening:** Students will be expected to follow the guidelines outlined in the Symptom Monitoring section above and will be expected to monitor their symptoms and attest to daily symptom checks using the [COVID-19 screening checklist](#). They will be expected to minimize the baseline risk of infection by adhering to the UNC Community Standards. All students will be expected to complete COVID Preparedness Training that includes mask guidelines and donning and doffing PPE.
- **General Principles:**
 - The fall schedule was designed so each cohort of students will have a presence on campus at least weekly. Additionally, incoming first year PharmD students will have an in-person orientation and three-week Bridging Course, which is felt to be instrumental in building relationships with peers, faculty, and staff early in the semester.
 - Remote access will be available for all courses, except for those in which online learning is not feasible for the learning objectives (i.e., laboratory-based courses). Students who are not comfortable coming to campus may connect to courses remotely.
 - Capacity has been reduced for all classrooms to adhere to physical distancing guidelines (at least 1 meter with mask).
 - Student cohorts will be in the same classroom all day when in the School buildings to prevent travel risks/exposure between classes.
- **Large Classes:** Due to physical distancing requirements, when a full cohort of students (~150 students) is on campus for class, the cohort will be divided between our two large classrooms in order to maintain the physical distancing guidelines.
- **Small Classes/Working Groups:** Some courses with lower enrollments will be taught remotely due to reduced room availability. Other courses may meet on campus, adhering to physical distancing requirements.
- **Laboratory:** Laboratory research and required coursework will continue for graduate students and professional students, adhering to physical distancing guidelines and reduced capacities, if

necessary. If students are unable to come to campus for laboratory courses, the School will work with each student individually to identify a plan for completion of the course.

Scheduling and Operations of Experiential Education

The Office of Experiential Programs developed an operational approach to Experiential Education during COVID-19 in April 2020 for each matriculated class in the program. The operational plan was developed for the entire experiential year (May 2020 – April 2021). The School has continued to align its approaches with all health professional schools on campus when returning learners to the clinical environment. We also connect monthly with all clinical sites scheduled to oversee our learners. This operational plan for each matriculated class includes the following:

- **Class of 2021:** Students commenced clinical experiences in May 2020. Prior to starting these clinical experiences, The School worked with University Legal to develop a waiver that all students signed to continue these experiences during the summer term. The School has been successful in progressing these students during the summer term (May-July 2020) and has followed all COVID-19 requirements of our clinical practice sites. For Fall 2020 and Spring 2021, we plan to continue our approach used for the summer term and have disseminated the University approved student attestations for returning to the clinical environment.
- **Class of 2022:** The School has demonstrated that all students in the Class of 2022 met the required experiential hours as mandated by the Accreditation Council for Pharmacy Education (ACPE) despite experiences in the Spring 2020 term being terminated early. The Office of Experiential Programs has sought approval from the Curriculum and Assessment Committee and plans to petition the Provost to waive the additional credit hours canceled this spring. It is anticipated that students will return to clinical experiences starting in August 2020. We are currently requesting that students complete University-approved attestations for returning to the clinical environment. Should a second phase of COVID-19 impact student placement this fall, the School is prepared to prioritize those students who have not yet completed the minimum 75 hours in community or health system practice settings required by ACPE.
- **Class of 2023:** The School canceled experiences in the Summer term (May-August) in order to prioritize the Class of 2021 as we prepared for limited or no health system availability for the duration of the summer. The School is confident that students can meet the experiential hours as mandated by ACPE despite the cancellation of these experiences. The Office of Experiential Programs has sought approval from the Curriculum and Assessment Committee and plans to petition the Provost to waive the additional credit hours canceled this summer. The School plans to utilize the two subsequent clinical experiences outlined in the curriculum to meet the community and health system practice requirements outlined by ACPE. Should a second phase impact student placement in Spring 2021, the School is prepared to prioritize completion of a minimum of 75 hours in community or health system required by ACPE. We will use the Fall of 2021 to meet the remaining ACPE requirements for this cohort of students.

Co-Curricular Activities

The Office of Curricular and Student Affairs has assembled a COVID-19 Co-Curricular Working Group comprised of students, faculty, and staff. The working group identified the need to sustain a vibrant, engaging, and value-added co-curriculum in light of new UNC Community Standards related to COVID-19. As such, the working group has been meeting to develop a plan in targeted areas of interest and has created a project manager to re-position both student organization activities and the co-curriculum in general for our fall return to campus. Of particular interest are student organizations and co-curricular activities that have a heavy emphasis on community and/or clinic engagement with the public/patients.

The working group is focusing on a variety of areas. First, a co-curricular guidance document is being developed for student organization activities that require physical engagement in the community and/or clinic space. The guidance document will include expectations around maintaining UNC Community Standards in these spaces, details for reporting exposure, processes for attaining/distributing PPE for student organization activities, COVID-related training expectations, quarantining expectations, and best practicing for encouraging PPE for the public/patients in spaces not within UNC's purview. Second, a co-curricular attestation statement form is being developed that will be required of students. It will set the expectations related to symptom monitoring, proper PPE protocols, exposure reporting, and training. Third, a guidance resource for student organizations hosting in-person meetings on campus is being developed. This includes an overview of community standards, room capacity, types of meetings appropriate for in-person, and a listing of other areas on campus for in-person meetings. Fourth, a guidance document is being developed to share best practices for digitizing student organization activities that are appropriate for the digital environment. The focus of this document is developing strategies to make full use of technology to keep participants interested, engaged, and collaborative. Finally, a comprehensive plan around student organization recruitment activities for the fall is being developed. The plan will include guidance for adjusted recruitment timelines, in-person recruitment events, virtual recruitment events, and other in-person activities.

Admissions

Due to COVID-19, our ability to travel, interact with prospective students in-person, and host and attend traditional recruitment and admissions events both on- and off-campus is limited. As a result, we are focusing our efforts on digital recruitment and enrollment strategies for the fall, with the hope we will be able to resume semi-normal operations in the spring. Our admissions processes will remain the same except for our interview days, which will be conducted virtually through the spring semester. The School will make every effort to simulate an on-campus interview day virtually via Zoom and will engage the entire School community to do so.

This past spring, we had the opportunity to conduct several PharmD interviews virtually. While we were able to successfully execute those interviews, we are looking forward to having more and better planning and training for virtual interviewing this cycle. Our candidates will have opportunities to tour the School virtually, connect with current students, and hear from staff and faculty at the School

regarding all the School has to offer. If COVID-19 subsides, the School is planning to host visitation days in the spring to accommodate an on-campus experience.

Global activities

The Global Pharmacy Scholars (GPS) program is offered to PY4 students for international APPE rotations. Ten different partners and locations are offered to our students. These experiences are overseen by the Office of Global Engagement. Since March 2020 and through December 2020, these GPS rotations have been placed on hold. All students were relocated back to the US in March, and alternative domestic learning experiences have been provided for students through the end of the calendar year. The changes to the rotation schedules are completed in cooperation with the Office of Experiential Education, and communication to the preceptors occurs through their channels.

The Office of Global Engagement has decided to follow the guidance of the Study Abroad Office on when to resume these global learning experiences. Tentative back-up plans have been identified for those students who have international learning experiences scheduled from January-April 2021, and these changes will be made and communicated to the students at least 2 months in advance of departure. We will also be scheduling rotations for May 2021 to April 2022 in October, but we recognize that these students will not be traveling until the University and our international partners recommend it.

We have developed a new initiative to create global experiences locally in North Carolina. This new “global to local” experience has been framed out and will be implemented in the spring of 2021.

Research Enterprise

Research Enterprise Subcommittee

This subcommittee is charged with managing issues related to the research enterprise during the COVID-19 pandemic, including the temporary suspension of research activities, laboratory ramp-down, conduct of critical research activities, and resumption of research activities based on our laboratory reopening plans. Strategies for the successful continuation of research at full capacity in the Fall 2020 is currently under consideration. The team is taking the guidance developed by the University into consideration and determines what measures will work best for our School (e.g., physical spaces, numbers of research personnel in labs, including students, types of laboratory and clinical research). The recommendations and updates from this subcommittee are discussed with the School's Operational Return Committee for inclusion in the School's Fall reopening plan. Team Members: *Kristy Ainslie, Stephen Frye, Craig Lee, Megan Roberts, and Arlo Brown. Reports to Kim Brouwer.*

The Research Enterprise Subcommittee's guidelines for Fall 2020 are located on the School's Return to Campus website: [ESoP Guidelines for Operating a Safe Laboratory Environment](#) and [ESoP Guidelines for Human Subject Research](#)

Laboratory and Human Subjects Research Guidelines

Following the guidance provided by the Office of the Vice-Chancellor for Research, the Associate Dean for Research worked with faculty committees and the Associate Dean for Strategic Risk Management to develop guidelines for operating a safe laboratory environment. Separate guidelines were also developed for conducting safe human subjects research. As many of our research environments involve School of Medicine collaborators and shared facilities managed by the School of Medicine, the UNC Eshelman School of Pharmacy utilized the School of Medicine's implementation guidelines in an effort to harmonize "research return" across campus. However, minor adjustments were made to reflect changes in locations or specific research that fell outside of the School of Medicine's guidelines. Each Principal Investigator (PI) was expected to develop a "Return to Research Plan" that provided information on how their research team(s) would comply with University policies and School implementation guidelines. This plan was submitted to their Division Chairs for review, with final approval by the Associate Dean for Research. Each plan includes procedures for monitoring health and reporting onset of symptoms, wearing appropriate personal protective equipment including University-approved face masks, a description of how currently recommended 6-foot physical distancing will be maintained in the research environment (e.g., implementation of scheduled shifts, workspace arrangements), and details regarding adherence to specified sanitation and hygiene practices.

Resources and Reference

Resources

Carolina Together Website - <https://carolinatogether.unc.edu/>

ESOP Return to Campus Website - <https://faopharmacy.unc.edu/return-to-campus/>

The Science and Practice of Infection Prevention during the COVID-19 Pandemic with Dr. Sickbert-Bennett - <https://www.med.unc.edu/intranet/covid-19/the-science-and-practice-of-infection-prevention-during-the-covid-19-pandemic-with-dr-sickbert-bennett/>

References for the Importance of Masks:

- Leung, NHL, Chu, DKW, Shiu, EYC, *et al.* Respiratory virus shedding in exhaled breath and efficacy of face masks. *Nat Med* **26**, 676–680 (2020). <https://doi.org/10.1038/s41591-020-0843-2>
- Wong SCY, Kwong RT, Wu TC, *et al.* Risk of nosocomial transmission of coronavirus disease 2019: an experience in a general ward setting in Hong Kong. *J Hosp Infect.* 2020;105(2):119-127. doi:10.1016/j.jhin.2020.03.036
- <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover-guidance.html>
- Radonovich LJ, Simberkoff MS, Bessesen MT, *et al.* N95 Respirators vs Medical Masks for Preventing Influenza Among Health Care Personnel: A Randomized Clinical Trial. *JAMA.* 2019;322(9):824–833. doi:10.1001/jama.2019.11645
- Offeddu V, Yung CF, Low MSF, Tam CC. Effectiveness of Masks and Respirators Against Respiratory Infections in Healthcare Workers: A Systematic Review and Meta-Analysis. *Clin Infect Dis.* 2017;65(11):1934-1942. doi:10.1093/cid/cix681

References for the Importance of Physical Distancing:

- Chu DK, Akl EA, Duda S, Solo K, Yaacoub S, Schünemann HJ, El-harakeh A, Bognanni A, Lotfi T, Loeb M, Hajizadeh A. Physical distancing, face masks, and eye protection to prevent person-to-person transmission of SARS-CoV-2 and COVID-19: a systematic review and meta-analysis. *The Lancet.* 2020 Jun 1.
- Li W, Zhang B, Lu J, *et al.* The characteristics of household transmission of COVID-19 [published online ahead of print, 2020 Apr 17]. *Clin Infect Dis.* 2020; ciaa450. doi:10.1093/cid/ciaa450
- <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/social-distancing.html>
- <https://www.aappublications.org/news/2020/06/26/schoolreopening062620>