Dear Students, Faculty, and Staff,

The finish line is in sight, though I know it still seems as if we’ve been running through a dense fog to get there. My advice as always is that everyone work to do and be your best as this pandemic-impacted spring 2020 term draws to a close.

We will look back at this time as frustrating and exhausting, to be sure, but also as a moment when we found ourselves capable of greater resilience and creativity. By being stretched in new directions, we have also realized new skills, along with greater talents for compassion and grace. Be assured that we will be further tested in the coming weeks and months, likely unable to ever return to our previous “normal,” but I am confident that we will rise stronger whatever that new normal looks like.

Encourage one another and provide comfort when and where you can. And as the term grows to a close, find different and novel ways to stay connected, because though we must remain socially distant from one another, we should never be disconnected. We will get through this, together.

Please find attached our fifth status report documenting recent efforts toward this end, which includes membership lists of our 10 scenario planning subcommittees. The chairs in particular will welcome your insights, comments, and suggestions for their specific operational areas.

Enjoy the weekend, rest up for the last several days of classes, and, as Susie reminded you students a day or so ago, “run through the finish.”

My best,

John – P. Roush
Status Report #5
COVID-19 Crisis Management Task Force

May 8, 2020

As the end of the spring term quickly approaches, with the last day of classes on Tuesday, May 12 and the final exam period scheduled for May 14-20, our spring digital experiment is drawing to a close. One of the College’s summer projects will be a comprehensive assessment of our response to the pandemic on all levels, with an eye toward what useful lessons will apply to the fall, no matter what the circumstances dictate.

Current efforts, however, are devoted to scenario planning for the fall, as outlined in last week’s campus update. In short, five scenarios and four guiding principles inform the important work being undertaken by 10 subcommittees. A full list of subcommittee membership can be found at the end of this report. Please contact those listed as chairs with your questions and comments.

CFO Brian Hutzley sent out his second budget and finance update this week, offering detailed information about the financial components involved in the difficult budgetary decisions that will begin being formulated as we near the middle of June. If you missed this update, it can be found on the Coronavirus Information Centre webpage at this specific link:


Lastly, efforts are underway to celebrate and recognize two signature year-end campus events on the academic calendar: Honors Convocation and Commencement. Both will be virtual in nature, with the latter structured as a Senior Celebration. More details are forthcoming.

Human Resources and Benefits

- The Pay, Benefits, and Staffing Subcommittee has begun meeting and is looking at a long list of options from incentivized retirement options and voluntary work reductions to furloughs and layoffs to address the College’s potential budget shortfall.
- Human Resources introduced on Thursday a “Thank you” recognition feature. We have a lot of employees doing incredible work, so please help give a shout out to them by submitting their names through this online form:
  - https://centrenet.centre.edu/ICS/Campus_Resources/Information_Technology_Services/Covid-19_Resources/Human_Resources.jnz
- A Resources and Tips Volume 2 email message was also shared on Thursday with all staff and faculty, highlighting a variety of topics in support of employee wellness, safety, and health.

Student Life

- The Residential Life and Student Engagement Subcommittee held its first meeting this week. Plans were made for sub-groups to meet and discuss each scenario and its impact
on housing, food service, and many other areas of campus life related to student health and safety. Sub-groups will also consult with others on campus as necessary, with the full committee meeting at least weekly for the remainder of the month to meet its June 1 deadline for a final report.

- Knowing that some students currently staying on campus will need to continue with us this for the summer, the offices of Housing and Residence Life are surveying those students about their plans.

**Academic Affairs**

- The search for Director of the Center for Teaching and Learning has been put on hold due to COVID-19, so we are grateful to Interim Director Robyn Cutright for agreeing to continue serving in this role through the fall, as needed.
- CentreWorks, Inc. is moving forward, and incoming students will have the opportunity join an inaugural “Resilience Bootcamp” this summer to build an entrepreneurial mindset and tackle complex issues.
- The Diversity and Inclusion Office is reaching out to and engaging with increasing numbers of students through Instagram, Twitter, and Facebook.
- The Care Reporting tools continue to be available to faculty, staff, and students via Centrenet, through which campus community members can share their challenges, triumphs, and needs.
- The learning commons, which will be known as the Learning Centre and be housed in the library, is moving forward with new plans from the architects.

**Student Health**

- The Student Health staff continue to serve students remotely and in person as needed, with appropriate infection control measures in place.
- Conversations are ongoing with the local health department, Ephraim McDowell Health, other Danville and Boyle County entities, student health directors within the Associated Colleges of the South, and higher ed institutions within the American College Health Association. Outreach to additional professional resources occurs as needed.
- The Health and Safety Subcommittee is involved in scenario planning for fall of 2020 and met for the first time this week. Very intentional work is already going on to address numerous areas of health and safety.
  - Some are determining the capacity of classrooms, labs, meeting spaces, as well as other places people gather to determine the capacity of those spaces considering the 6-foot physical distancing measure using a formula of square footage divided by 36.
  - Current work in progress also includes looking at where lines form, hand sanitizer dispenser locations and how many more are needed, where there may be a need for portable hand washing stations, temperature and health checks, prevention messaging for faculty, staff, students, and visitors, who needs PPE and what type, estimate of how much PPE to have in stock as classes resume, cleaning strategies, procurement of supplies, and more.
Center for Global Citizenship

- Thank you to the new faculty directors for our flagship study-abroad programs: Genny Ballard will lead Merida and Marc Demont will lead Strasbourg. These two highly qualified faculty members have agreed to take on these roles despite the uncertainties created by the pandemic.
- Five of our 12 fall 2020 programs have been cancelled or postponed, with the latest being the Shanghai program, undertaken with IFSA-Butler, our third-party provider. As is our practice for all major programmatic updates, we held a Zoom meeting with students to report and explain the decision, and also to offer options for them in the spring of 2021 or the fall of 2021.
- Decisions on the other fall 2020 programs will be made by mid-June. In the meantime, students should register for classes on-campus just in case their abroad program is cancelled or postponed.
- CentreTerm 2021 course decisions will be made by July 1. A meeting was held last week with all of the faculty directors of CentreTerm courses to talk about decision-making criteria and options to consider.

Grace Doherty Library

- The Centre College Library is launching a project to encourage Centre students, staff, faculty, and alumni to document their personal experiences during the COVID-19 pandemic and contribute them to the library archives. Any and all formats of documentation are welcomed: written narratives, photographs, journals, letters, art, voice recordings, videos, multimedia digital storytelling, creative works, etc. Here’s how to participate:
  - Upload digital content directly to our COVID-19 digital archives site: https://centrenow.omeka.net/contribution
  - Email digital content to mary.girard@centre.edu along with a signed copy of the permission form available here
  - Contact beth.morgan@centre.edu to make arrangements to donate physical materials to the library’s on-site archival collection, which may be digitized and returned upon request

Athletics

- Athletic summer camps scheduled to occur on campus through June 30 have been cancelled. Included in this group are women’s soccer, swimming, track and field, tennis, and basketball. We continue to assess our camps scheduled for July 1 and beyond, as well as explore any opportunities to reschedule some version of our cancelled June offerings, if appropriate.
- The Athletics Subcommittee has met and continues to work through the various scenarios for fall 2020. In addition to monitoring the local, regional, and national landscape surrounding the fluid COVID-19 situation, the NCAA has recently issued “Core Principles for Resocialization of Collegiate Sport” as well as a follow-up FAQ.
In the area of recruitment, our coaches are in the homestretch of a successful recruiting cycle for the incoming fall 2020 class. In addition to recruitment already underway for the fall 2021 cycle, regular, on-going communication with these deposited students will help in yielding a strong and committed class.

Retention has always been a focus of our athletics staff, and in these challenging times, our folks have worked hard to continue regular team, and individual, engagements—a critically needed element for so many during this uncertain time.

**Staff Congress**

- The second senior staff Q&A Session for staff was held on Friday, May 1. Over 140 members of Centre’s staff tuned in for the event via Zoom. These opportunities for staff members to see and hear campus leaders respond to their questions are appreciated.
- Staff Congress plans to schedule a third session once key decisions are made regarding Centre’s operational model for the fall semester or once Gov. Andy Beshear moves Kentucky into the next phase of reopening.

**Subcommittees for Scenario Planning**

All chairs have at their discretion consulting with helpful voices outside of the subcommittee, whose insights would contribute positively, though on a more limited basis.

- **Academic Affairs**: Andrea Abrams, Steve Asmus, Marsha Crowe, Brian Cusato, Robyn Cutright, Ellen Goldey (chair), Joel Kilty, Alex McAllister, John Wilson
- **Athletics**: Brad Fields (chair), Jeff Heath, Gina Nicolleti-Bellinger, Nate Stewart
- **Communications, Marketing, and Stewardship**: Jennifer Broadwater, Jamey Leahey, Megan Milby, Annie Murphy, Kyle Piercy, Michael Strysick (chair), Amy Wise
- **Enrollment/Retention, Recruitment and Aid**: Pam Baughman, Sharon Duncan, Mary Gulley, Brian Hutzley, Kevin Lamb, Bob Nesmith (chair), Nate Stewart
- **Finance and Budget**: Brian Cusato, Kay Drake, Brad Fields, Ellen Goldey, Randy Hays, Brian Hutzley (chair), Jamey Leahey, Bob Nesmith
- **Health and Safety**: Kathe Andrews, Gary Bugg, Audrey Clark, Carrie Frey, Jamey Gay, Randy Hayes, Brian Hutzley, Kathy Jones (chair), Michael Lavin, Wayne King, Cheryl Mayes, Peggy Richey
- **Outside Comparisons**: Brian Cusato (chair), Michael Strysick, and select outside consultants with which the College has existing relationships
- **Pay, Benefits, and Staffing**: Meredith Bruner, Brian Cusato, Kay Drake (chair), Ellen Goldey, Brian Hutzley, Jamey Leahey, Alex McAllister, Ben Nelson, Julie Wheeler, John Wilson
- **Residential Life and Student Engagement**: Anita Bertram, Brian Daniel, Kendrick Durham, Randy Hays (chair), Kathy Jones, Kevin Milby, Mike Nagorka, Alycia Tidrick, Julie Wheeler, Ann Young
- **Study Abroad**: Becky Amsler, Steve Beaudoin, Lori Hartmann (chair), Jessica Leonard, Karen Ryan, Joe Workman