

enroll only in fully online courses may do so, but may not have access to the same courses included in their original plans of study, in the event that these courses are in-person or a blend of in-person and online. Although we plan to offer a significant number of classes fully online, not all courses may have a remote option, particularly some laboratory, clinical, and performance-based courses. Additional details regarding course offerings will be provided no later than July 15, 2020.

The University will provide personal protective equipment (PPE) in the form of masks or face coverings and sanitizing agents to all faculty, staff and students as part of a Howard University Care Package. Additional provisions of PPE are being reviewed and will be announced at a later time.

This Fall preparation document and the COVID -19 awareness website contain valuable information that is relevant to the various campus stakeholders and should be used as a guide when traversing the campus and conducting business and academic operations.

Howard University will be physically re-opening in phases. Critically essential personnel never left the campus and have always had access to the physical campus. Pending approval of this plan by the District of Columbia government; the declaration that the District is in Phase 2 of reopening; and that testing, sanitation, and social distancing guidelines have been developed for workspaces, the University will begin a phased return to campus. A small number of essential personnel will start returning to campus on July 1st. We will use this first phase of opening to determine the University's readiness for limited expansion of staffing. Expanded staffing will be tightly controlled and coordinated to mitigate potential risks, considering the safety of faculty and staff, as well as the communities we serve. No unit or department should increase staffing levels beyond current needs to support essential on-site operations without approval from your respective supervisor. Once decisions to expand on-site staffing in certain areas have been made, staff should follow the policies and protocols detailed in this guide for returning to work on campus. Pending readiness, the plan is that other personnel will return in phases. Dates will be shared with

the campus community once assessment and readiness is complete. The District's Phase 2 of reopening limits the staffing of any office building to 25% of normal capacity. Supervisors will work with staff to determine workforce return that may include a combination of remote work, alternating days and staggered reporting/departing.

The University is making accommodations for faculty, staff, and students who are in high-risk groups, to teach, work and attend classes and, where feasible, work remotely even after the District's policies and guidance allow a return to the campus. Following CDC guidance, these groups may include, but are not limited to individuals with chronic lung disease, moderate to severe asthma, serious health conditions, immunocompromised conditions, severe obesity, diabetes, chronic kidney disease and liver disease and those who are over the age of 65.

- The first day of classes for undergraduate students, and many graduate/professional programs will be on Monday, August 24, 2020 and run through Wednesday, November 25, 2020. Students will return home for Thanksgiving and not return to campus until the start of the spring term. The final examination period may be scheduled prior to, or after Thanksgiving. If the final exam period is scheduled after Thanksgiving, then they will be provided online.

This COVID-19 pandemic re-opening plan is intended to be a dynamic document. We will continue to update and revise the plan, in accordance with changes in guidance from the CDC and District of Columbia, and the latest available health data.

The link to the Fall Re-Opening Website is: [www.howard.edu/reopen](http://www.howard.edu/reopen)



## Health and Wellness

In accordance with CDC guidance, Howard University will require that all members of the University community and our visitors employ the following social distancing guidelines:

- Keep at least six feet between yourself and another person in all public places and inside all buildings.
- Avoid close contact with others.
- Face masks or face coverings must be worn by everyone on campus when in the presence of others and in public settings where other social distancing measures are difficult to maintain (e.g., common work spaces, meeting rooms, classrooms, etc.).
- Remain at home, or in a residence hall room, if you have a fever or other symptoms associated with COVID-19.
- As part of DC's Phase 2 guidance, the University will operate at 25% building capacity in office spaces, until local guidance dictates otherwise.

## Personal Safety Practices

Prevention measures are similar to those utilized against the common cold and flu. Those measures include frequent hand washing, avoiding touching one's face with unwashed hands, and coughing into one's elbow if needed. The University will conduct more frequent cleaning in common areas and on commonly touched surfaces, including in dining, classroom, office, restroom and residential spaces.

On April 2, 2020, the CDC updated its guidance to recommend the use of cloth face coverings "in public settings where other social distancing measures are difficult

to maintain (e.g., grocery stores and pharmacies)". The guidance also clarifies that this recommendation is to use cloth face coverings, not surgical masks or N95 masks, as those are critical supplies that must be reserved for healthcare workers and medical first responders. University stakeholders who are part of a vulnerable population should seek guidance from their health care providers on how to navigate the campus safely as they go about their day to day activities.

The usage of face masks or face coverings will be required for all students, faculty, staff and visitors while on campus, in the presence of others, and in public settings where social distancing measures are difficult to maintain.

Below are very important links to University Health Services handouts that explain social distancing, isolation and quarantine, as well as recognizing COVID-19 symptoms, and what to do if you think you may have contracted COVID-19.

Please be sure to click on each link and familiarize yourself with the contents.

- [Fact Sheet on Preventing the Spread of COVID-19.](#)
- [Maintaining a Healthy Lifestyle and Managing Mental Health](#)
- [What to do While Self Quarantining](#)
- [How to Report COVID-19 Exposure](#)
- [Additional Information on Face Masks](#)
- [CDC Guidance on Traveling Locally and Abroad](#)
- [CDC Public Health Resources](#)

## Training

- The University will provide online training for the entire campus community prior to our return to campus. Enhanced communication for faculty, students and staff will include physical and digital signage, social media posts, and regular campus notifications.
- Training for students will include a required student participation in an online educational seminar, prior to the start of the fall semester, designed to inform students about the health behaviors expected and required during the fall semester.
- Training for faculty and staff will be provided and will include educational material regarding the risks associated with COVID-19 and proper methods to mitigate said risks. The materials will also include information on symptom screening and testing, and where to receive treatment as needed.
- A mandatory virtual orientation that includes, but is not limited to, social distancing, PPE, symptom screening and testing, hygiene and sanitation, and self-quarantining, will be required for faculty, staff and students prior to returning to campus.

## Testing, Screening and Contact Tracing

- Students are required to complete a COVID-19 test within the seven days prior to arriving on campus, then share results with the Student Health Center. Screening for COVID-19 will be conducted for the entire student population at the start of the semester and an ongoing regimen of regular screening of students, faculty and staff throughout the fall semester will be implemented. All faculty and staff will also be required to participate in a baseline COVID-19 test within seven days of return to campus, or at the designated on-campus laboratory. The University will require daily symptom screening for all students and staff. This may be conducted through mobile phone app (to be provided) or via questionnaire.
- We will be coordinating contact tracing with the D.C. Department of Health for any suspected cases of COVID-19 among faculty, students and staff on campus. We will rely on the DOH to conduct contact tracing, but will assist by providing as much information as can be reasonably shared. The Howard University liaisons

involved will be versed in both student and employee privacy issues, and will adhere to all applicable FERPA, HIPAA, and other relevant privacy and confidentiality regulations.

- Isolation spaces have been identified on our campus, in the event they are needed. Isolated students (those who have tested positive) and quarantined students (those who have been exposed) will be cohorted to not use shared resources.
- Daily screening will be carried out for students, faculty and staff using a short, self-administered questionnaire (via app). A thermometer will be provided to self-monitor temperature. Students in dormitories will have a similar protocol before leaving the dorms in the morning. Students, staff and faculty who have a remarkable screen result will be asked to temporarily self-isolate, speak to a healthcare professional and follow advice of the health care professional with regards to testing. If testing is recommended, isolation will continue until the test produces a negative result. Students who are symptomatic will be isolated and a COVID-19 test will be performed. Isolation will continue until a negative result is produced and confirmed.
- Through a relationship with a commercial manufacturer, Howard University will have the ability to process between 500 to 1500 samples per day on site. Sufficient testing supplies for kits and reagents will be provided by the manufacturer. Howard University will utilize as much of its PPE through its current supply chain. In the event of an impending shortage, Howard University will leverage our relationship with Adventist Health, and also seek assistance from the DC Department of Health.



SERVE OUR  
COMMUNITY



## Domestic and International Travel

- There will continue to be restrictions on University-sponsored domestic and international travel. Visitors and guests will generally be restricted from accessing residential buildings and other campus facilities.
- No on-campus university tours will be conducted in the fall. All tours will be conducted virtually.
- International students, who are abroad, are being encouraged to take classes online from their countries of residence, as the University works to de-densify the campus. Any student or staff returning from domestic travel, particularly “hot spots”, or overseas travel will be required to quarantine for 14 days.

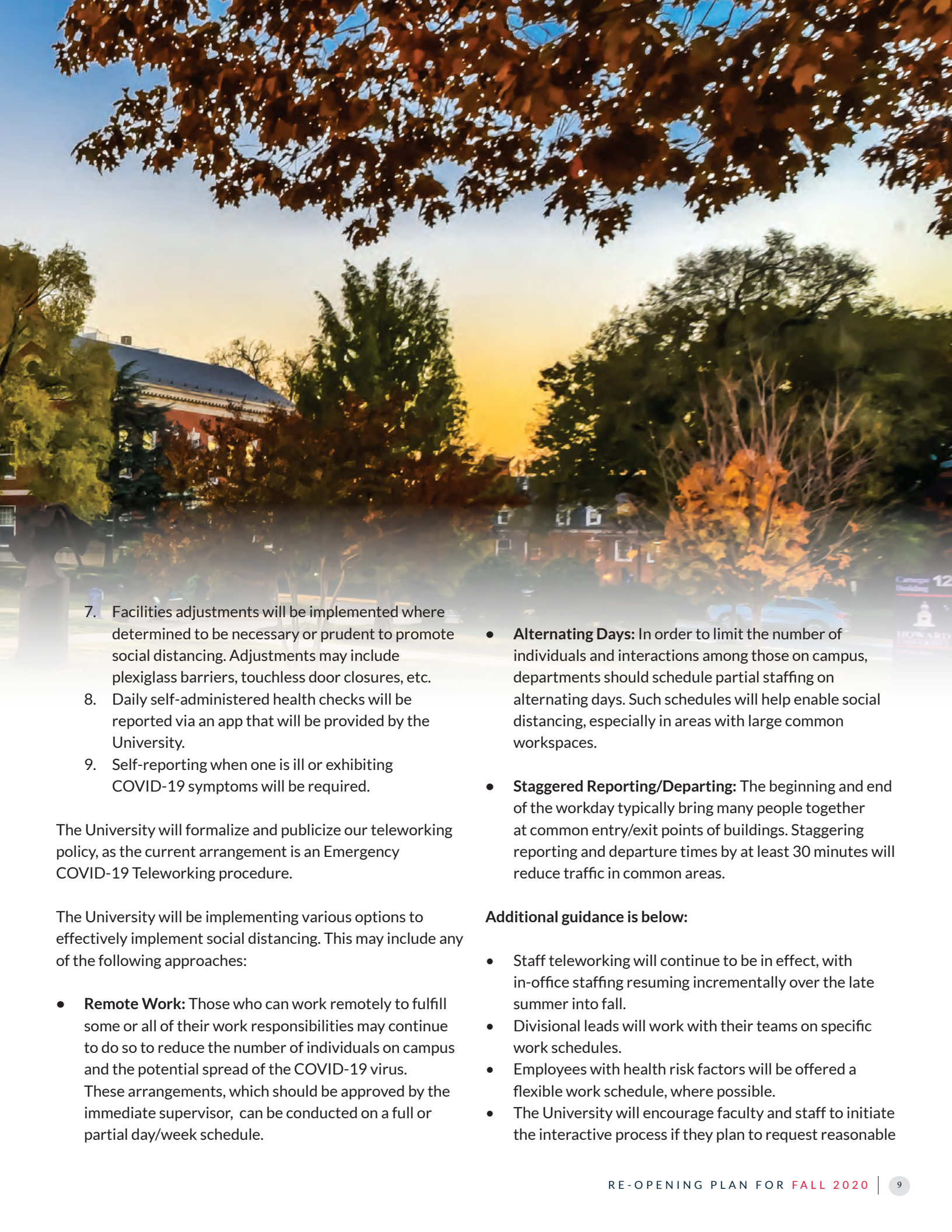
## Helping Our Employees to Navigate a Safe On-Campus Work Environment

We will work as a community to operate in the safest manner possible, that promotes the health and wellness of our

campus community. Our campus is multi-generational and diverse, and all the solutions we propose may not be suitable for every single member of our campus community, but we will do our utmost best to reasonably accommodate all employees, where possible.

The operation and staffing of the various units are dependent on the emergency preparedness of the Howard University campus in relation to COVID-19 based the following interventions:

1. COVID-19 safety training and management will be available for all personnel
2. Personal Protective Equipment (PPE), (i.e. masks, gloves, hand sanitizer, and other necessary agents) will be provided to employees, as required according to guidance provided to the University by the CDC and the Department of Health, and must be worn in public spaces on-campus at all times.
3. Physical distancing of a minimum of six (6) feet will be implemented in office settings.
4. Social distancing guidelines will be followed.
5. Flexible work arrangements (teleworking, etc.) will be implemented.
6. Routine cleaning, and deep cleaning of facilities will be in effect.

- 
7. Facilities adjustments will be implemented where determined to be necessary or prudent to promote social distancing. Adjustments may include plexiglass barriers, touchless door closures, etc.
  8. Daily self-administered health checks will be reported via an app that will be provided by the University.
  9. Self-reporting when one is ill or exhibiting COVID-19 symptoms will be required.

The University will formalize and publicize our teleworking policy, as the current arrangement is an Emergency COVID-19 Teleworking procedure.

The University will be implementing various options to effectively implement social distancing. This may include any of the following approaches:

- **Remote Work:** Those who can work remotely to fulfill some or all of their work responsibilities may continue to do so to reduce the number of individuals on campus and the potential spread of the COVID-19 virus. These arrangements, which should be approved by the immediate supervisor, can be conducted on a full or partial day/week schedule.

- **Alternating Days:** In order to limit the number of individuals and interactions among those on campus, departments should schedule partial staffing on alternating days. Such schedules will help enable social distancing, especially in areas with large common workspaces.
- **Staggered Reporting/Departing:** The beginning and end of the workday typically bring many people together at common entry/exit points of buildings. Staggering reporting and departure times by at least 30 minutes will reduce traffic in common areas.

**Additional guidance is below:**

- Staff teleworking will continue to be in effect, with in-office staffing resuming incrementally over the late summer into fall.
- Divisional leads will work with their teams on specific work schedules.
- Employees with health risk factors will be offered a flexible work schedule, where possible.
- The University will encourage faculty and staff to initiate the interactive process if they plan to request reasonable



accommodations (due to high-risk status) in conjunction with returning to campus for the Fall 2020 semester.

- Faculty who are in a high-risk group should collaborate with their department chairs and/or deans to determine the feasibility of on-campus work and/or in-person instruction.
- Student employees seeking accommodations should follow the University's existing protocol for doing so through the Office of Student Services.
- Most University services will be primarily delivered online with some face to face services delivered by appointment only (e.g., Enrollment Management, Human Resources).
- To the greatest extent possible, meetings will be conducted online and via telephone.
- Meeting room capacities will be reduced to 20-30% of design capacity.
- All attendees conducting face to face meetings will be required to wear masks or face coverings.

**Mental and Emotional Well-being:** Health services are available through primary care providers, especially to provide emotional support during this period of heightened anxiety. Telephonic or video counseling is available, and you can access this service using most smartphones, tablets and computers with a camera. Employees should contact the Office of Human Resources to learn more about available support, while students may contact the Student Counseling

Center for remote support, even during summer months. Please utilize Howard University's web resources to learn more about support services, managing stress and enhancing individual resilience during this time.

No community as large as Howard's campus can guarantee an environment free of COVID-19, and the measures an

described in this plan recognize that reality. While much has gone into this effort to protect the Howard community, we trust that all its members — faculty, staff, students and visitors alike — will ultimately take responsibility for their own health and safety and act in a manner that demonstrates respect and consideration for those around them.

## Testing Guidance and Protocol

Students are required to take a COVID-19 test within the seven days prior to reporting to campus or at the designated on-campus laboratory. The University, to the best of its ability, will test faculty and staff who return to the physical campus as well as those limited number of students who arrive on campus without documentation showing negative results of a COVID-19 test within the past seven (7) days. A temporary site will be established on the campus as a primary site for testing the University community. Any stakeholder who is awaiting test results must self-isolate until a negative test result is obtained.

Re-testing and screening will occur at a frequency determined by health professionals based on health indicators designed to measure the prevalence of the virus on campus or in the geographic region. Residential students, will be tested on a weekly basis.

- Any student or staff member who has symptoms or has had close contact with someone who has tested positive must get tested 3-5 days after exposure, in coordination with Student Health Services (for students) or their primary healthcare provider (for staff).
- Students who have either tested positive, have results pending, or are showing symptoms for COVID-19 should be immediately isolated while ensuring their medical, social, and academic needs are met.

- Staff who have either tested positive, have results pending, or are showing symptoms for COVID-19 must stay home and self-isolate.

The University Office of Human Resources worked with the University's health insurance providers to obtain coverage, or preferably, provide free COVID-19 testing, for insured faculty, staff, and students. The incorporation of the COVID-19 testing service under insurance coverage will be for a limited time.

**Contact Tracing:** The University will utilize available technology and individual contact tracers, as appropriate, to trace those who have come in close contact with symptomatic and infected people and will coordinate with the District of Columbia and utilize tracing resources that the District will make available. The University will provide information and data to facilitate the District's ability to conduct tracing.

**Surveillance and Reporting:** The University will establish a means, including the use of technology apps, daily screening parameters, and reporting, to monitor for a potential outbreak and to report positive cases of COVID-19 and any other COVID-19 data obtained to the District of Columbia Department of Health. Cases will be reported for implementation of contact tracing.

**High Risk Individuals:** The University will prioritize the health and safety of students, faculty, and staff. The University will encourage those who are high risk because of age or a health condition to consult with their health care provider prior to returning to campus if you have any concerns. These conditions include; Moderate to severe asthma, Severe obesity (>40 Body Mass Index), Diabetes, Immunocompromised conditions, Chronic Kidney Disease, Liver disease, and/or, Serious heart conditions, and other such condition by which the individual has a high risk of severe illness if COVID-19 is contracted.

Students who are high-risk are advised to choose a remote course schedule. Faculty who are high risk should collaborate with their department chairs and/or deans to determine the feasibility of in-person instruction or offering courses online.

**Student Health Center:** In addition to its normal role in meeting the routine healthcare needs of students, the Student Health Center will play a key role in implementing COVID-19 policies and procedures, and communicating COVID-19 prevention and control measures to mitigate the risk of spread.

**University Communications Plan:** The University will implement a communications plan with the following objectives:

- To disseminate information about the availability of healthcare resources, testing, mental and physical health promotion, and where to find local public health information about COVID-19 and updated CDC and District of Columbia guidance.
- To educate the University community about infection prevention and control measures, the symptoms of the virus and what to do if they are symptomatic, specifically, the need to stay at home.
- To advise students to get tested for COVID-19 prior to returning to campus.
- To advise students who are unable to test prior to returning for the Fall Semester to obtain a COVID-19 test within one week of arriving on campus and to present the results to the Student Health Center.
- To educate the campus community to self-isolate if they have symptoms or have come into close contact with infected persons and to quarantine if infected themselves.

## Guidance on Isolating Stakeholders who are Exposed to COVID-19

The health and safety of all Howard University faculty, staff and students are our number one priority. The University will provide masks and/or face coverings and sanitizing agents to all faculty, staff and students as part of an initial University care package. Plans for additional provisions of PPE are being reviewed, and will be announced at a later time.

The most important and critical mechanism to manage the spread of COVID-19 is compliant individual behavior and self-assessment. We are asking each Howard University stakeholder to monitor their individual actions to ensure they are operating in the safest manner possible.

If you are unwell, or have an elevated temperature, please do not attend classes in person and employees should not report to work on campus, but arrange with your supervisor to work remotely.







## Contact Tracing Measures on Howard University's Campus

The liaison with the Department of Health will be the Director of the Public Health (MPH) Program. Further coordination for faculty and staff will be directed to Human Resources, and for students to the Director of the Student Health Center. Information will be gathered regarding possible contacts with positive individuals and Howard will assist DOH with contact tracing efforts.

- Contact tracing will be conducted in accordance with the DC Department of Health, in the case of any positive COVID-19 cases identified on campus. The Department of Health is working in concert with all higher education institutions in the District to coordinate this activity.
- We are also reviewing the suitability of contact tracer software, which would be utilized in concert with the contract tracing activities conducted through the Department of Health.

## Communication Structure for COVID-19

- A secured (password protected) Excel database be developed with the required reporting information (name, DOB, location, symptoms, symptom-onset, and contact tracing) and housed on SharePoint for the information to be entered daily by the designated individuals.
- A standard reporting time will be established within the University so that data can be reported daily to DOH at a specified time.
- The report should be sent to DOH and the University Provost (or a designee).



## Resurgence

The University will surveil and rapidly identify any re-emergence of an outbreak, work in coordination with the District of Columbia Department of Health as required and respond accordingly. In the event of a resurgence of the virus beyond containment (outbreak) or by direction of the DC Department of Health, faculty, students, and staff remaining on campus, faculty will implement new course continuity plans for the Fall 2020 that includes a plan to move fully online in the event of a resurgence. Remote and online instruction for all courses will be re-implemented, research laboratories will close, and staff will be re-transitioned to entire remote work operations. Students will be directed to return home and any scheduled on-campus events will be canceled or moved to a virtual format. As implemented during Spring 2020, only essential personnel would remain on campus.

## Projected Population on Campus

Out of a faculty population of 1,100, we anticipate that 350 will be on campus for face to face courses. There are approximately 1,700 staff at Howard University (not including Howard University Hospital). We anticipate that the majority of staff will continue to work remotely, and we will adhere to the 25% building capacity limit for Phase II. Therefore, we anticipate that there will be no more than 425 staff on campus on any given day. These are estimates at the

moment, as we are currently surveying faculty, students and staff.

## Classroom Management

Based on the feedback received via stakeholder working groups and campus surveys, the University will provide flexibility in course offerings, especially given the complexity of the University's academic portfolio.

***The guidance regarding classroom management and scheduling is primarily specific to our undergraduate programs. Due to accreditation and other program specific requirements, graduate and professional programs may have differences in their academic calendars, clinical requirements and expectations, and course options.***

We are planning for a hybrid academic model where some students and faculty will be in the classroom and others will be online. All undergraduate courses for the Fall 2020 semester will be conducted fully online, and non-residential.

Many of our graduate and professional programs and courses will also be provided online, either primarily, or fully. While many of our health professional didactic courses will be online, the clinical training components will be conducted face-to-face, secondary to accreditation and licensure requirements. Students in those programs will be provided additional details by the deans of the health professional

schools regarding the program requirements, safety protocols and other advisement. A decision regarding the format of instruction for Spring 2021 will be made at a later point in the Fall semester, as we receive additional data and information.

- The decision regarding which students and faculty meet face to face will be made based on health risk to faculty, staff and students regarding underlying medical conditions or concerns over transmission, academic discipline and course content, as well as degree attainment and accreditation requirements.
- Students have been surveyed on their preference to meet for classes face to face or fully remote, and the University will do its utmost best to accommodate all students' needs.
- Based on current CDC guidelines, and the classroom space available on campus, the anticipation is that of the majority of courses will be taken online in a synchronous or asynchronous ( e.g. recorded) method, with allowance for in-person instruction, in particular for labs, clinicals, performances and internships. This format may be modified, should guidelines be changed over the summer and into the fall, or if the local conditions change.
- If a student prefers not to return to campus in the fall, for whatever reason, they have the option to continue academic progress towards a degree online, to the extent that desired courses are available online.
- Clinics will be prioritized for assignment of classrooms for any face to face instruction.
- If the course objectives for a course(s) can be met online, then the course should be offered online.
- The capacity of all classrooms will be restricted to 20% - 30% of the stated original capacity to allow for social distancing, prioritizing larger lecture halls and auditoriums for use with the largest classes that require face to face (F2F) instruction. Capacities for some smaller classroom spaces may be further reduced to implement social distancing.
- Courses with enrollment of more than 30 students, or courses with large lectures built into them, will be scheduled to be online or a hybrid for the fall.
- To facilitate maximum usage of the limited number of classrooms that can accommodate social distancing, the normal range of class times will be extended beyond 5 pm Monday through Friday and may include weekends. This extended schedule provides more classroom usage and reduces the on-campus traffic during typically peak times.
- To accommodate social distancing, some lecture classes will likely institute a rotated attendance policy to enable social distancing or leverage technology to decouple learning from any particular space. Smaller classes will be offered in larger rooms, and we are currently assessing the inventory of larger spaces that can be used for fall instruction.
- All classrooms will be re-arranged to minimize possible exposure to each other as part of social distancing efforts. All Howard University faculty, students, and staff will be required to wear facial coverings while in classrooms and public spaces.
- In-person office hours are eliminated. All faculty would be required to post and maintain virtual office hours for students. The University may consider stating a minimum number of virtual office hours per week for faculty.
- A comprehensive faculty training and professional development program has been implemented and will be augmented so that online instruction is offered at a level of high quality and in alignment with pedagogical best practices.
- University libraries and iLabs will re-open when the University resumes on-campus classes, with limited capacity determined by social distancing and maximum occupancy requirements. Limited essential staff will return as appropriate.
- CETLA classes and virtual office hours will be available during the week, and weekends to support faculty during the summer months and the fall in developing and troubleshooting issues in their courses.
- In some professional programs, accreditation and licensure considerations may constrain our ability to fully continue instruction in an uninterrupted manner, especially where clinical instruction is a requirement. Howard University will make every effort to inform students of any regulatory restrictions that will impact degree completion.
- Particularly in health professional programs, accrediting bodies and licensing boards have mandated a minimum requirement regarding completion of experiential and clinical courses. Interruption of clinical courses may require additional modifications regarding extended academic calendars and other necessary adjustments to fulfill mandatory clinical requirements. Health professional students and other students with experiential requirements should seek additional guidance from the Deans. We will continue to follow DC guidance regarding phases of re-opening.



## Research

Research at Howard University will be categorized under four **Priority Classifications (PC)** and launched under three **Re-opening Phases**, in alignment with the re-opening phases for the District of Columbia:

### Priority Classifications (PC)

**PC1 - Essential:** Animal laboratories, protection of cell lines, germ lines, and growth chambers, and access to vital computers and documents.

**PC2 - Critical:** COVID-19 related rapid-response research activities, e.g., COVID-19 testing, research interventions that involve life-saving measures (e.g., cancer, critical care).

**PC3 - Time Sensitive:** (1) Data collection or experiments close to completion in which a pause would lead to “catastrophic loss” of research results (2) The work of early career stage researchers, graduate student and postdoctoral researchers, particularly individuals close to completing their degrees/terms of appointment, (3) Field research, with priority for seasonal data collection, (4) Tenure-track faculty who are overseeing laboratory renovations and need to prepare large orders for equipment, (5) College/School and Department Core Facilities that cannot be operated remotely, (6) Longitudinal studies ending within 12 months where effects of interventions need to be monitored on 6- or 12- monthly visits, and (7) Training/Education on prevention strategies.

**PC4 - All Other Types of On-Site Research:** (1) Face-to-face human participant research, (2) Scholarly, and (3) Creative activities.

### Phases for Re-opening Research

#### **Phase 1: Stabilize essential research operations**

1. Require COVID-19 online training, health screening for all researchers with evidence of completion (PC3) Allow access to research laboratories that are related to animal care, cell lines, fly lines, germ lines, growth chambers and computational clusters (PC1).
2. Continue COVID-19 related rapid-response research activities, e.g., COVID-19 testing, etc. (PC2).
3. Distinguish which operations can be conducted remotely, and which must be onsite (PC3).
4. Laboratory supervisors monitor logs/schedules and overall lab usage, appropriate levels of PPE and social distancing (PC3).
5. Establish protocol for receipt of deliveries and allowance of people (repair-people; maintenance) in the building (PC3).
6. Establish protocol for environmental services (PC3).

## Resurgence-Related Strategies

- Survey all faculty on animal care, cell culture care, machine equipment care needs and concerns should a need to evacuate the campus occur (PC3).
- Develop coordinated and transparent strategy between all Building Managers, Building Security and Research Equipment Care Experts to ensure the survival and maintenance of research animals, cell cultures and research equipment within laboratory facilities (PC3).
- Develop coordinated and transparent strategy between all Building Managers, Building Security and Research Equipment Care Experts with the HU Mail Room and HU Central Receiving to ensure appropriate delivery and storage of research supplies, cell cultures, and research equipment (PC3).

Note: Laboratory supervisors should make detailed plans for regular monitoring of the implementation of prevention strategies (e.g. handwashing, PPE, etc.) by their research staff and students, and describe prompt corrective measures for staff that are not in compliance. The success of this entire mitigation process institution-wide is heavily dependent on strict compliance at the unit level.

### **Phase 2: Expand essential research operations and creative activities**

- Restart Core Facilities that cannot be operated remotely, e.g., machine/glass shops, imaging facilities, etc. If Core Facilities are conducting COVID-19 related work, the operation will fall under the “Critical” research classification (PC3 and PC2).
- Allow collection of data and continuation of experiments that are near completion in which a pause would lead to “catastrophic loss” of research results (PC3).
- Allow collection of data and continuation of experiments that are near completion (including Postdocs and Research Scientists on grants with end dates within 3-4 months; Graduate Students who are scheduled for Defense in Fall 2020) (PC1, PC2, PC3, and PC4).
- Prioritize access to laboratories or studios for students and postdocs close to completing their degree/term of appointment (PC3).
- Prioritize research for completion of grants with end dates within 3 months (PC3).
- By direction of the vice president for research and with guidance from deans and department chairs, incrementally expand all PC4 classification research

activities as rapidly as public health and DC guidelines permit, carefully following the above rules (PC4).

- All departments and laboratory supervisors should make detailed plans for incremental reductions as well as an immediate return to Phase 1 (PC3 and PC4).
- In the case a laboratory member shows COVID-19 symptoms, is exposed to a COVID-19 carrier, or tests positive for COVID-19, then the supervisor in consultation with the chair and the dean, should prepare for an immediate and total shut-down of the laboratory for at least two days of deep cleaning. Similar actions are required if a laboratory member is directed to self-isolate by public health or medical personnel due to the suspicion of COVID-19 infection. Preparations include protecting supplies and equipment that might be affected by cleaning protocols, backing up copies of important documents, and immediately releasing all Daily Health Assessment Forms to the medical director of the Student Health Center to effectively track who else could have been infected (PC3 and PC4).

### **Phase 3: Full resilience of research operations and creative activities**

Restart normal research and creative activity operations based on the HU Office of the President guidelines and a back-to-work directive (PC4).

**Research at Howard University will be categorized under four Priority Classifications (PC) and launched under three Re-opening Phases, in alignment with the re-opening phases for the District of Columbia**



**INSPIRE NEW KNOWLEDGE**



## Facilities Management

The Physical Facilities Management team (PFM) at Howard University plays a vital role in ensuring a clean environment to enhance the health and safety of the University community. In addition to the environmental services work that will be conducted by the PFM and Thompson Facilities staff, all University stakeholders play a vital role in helping the PFM staff in maintaining a clean campus environment.

The following measures will be taken by PFM, as part of the building and grounds maintenance plan:

- We will increase cleaning frequencies in buildings campus-wide and improve efficiency and effectiveness of microbial cleaning by utilizing electrostatic misting units - Clorox 360® - to combat COVID-19.
- Site cleaning and disinfection guides and frequencies will be implemented for common areas and high touch surfaces targeting building entrances, restrooms, fitness areas, break rooms, conference rooms, hallways, elevators, stairways, and other transition spaces.
- Increase the frequency of cleaning high touch areas will include door handles, elevator buttons, and handrails.
- Additional EVS training and education of processes will be conducted.
- Hand sanitizer stations will be deployed in common and high traffic areas throughout campus, including egress points, workout facilities and high touch doors.
- We will also deploy mobile hand sanitizing stations as the need arises.
- We will increase the use of touch-free amenities: doors, faucets, lights, dispensers, trash containers, automatic toilet and urinal flushing.
- Additional public health infographics will be posted throughout campus.
- We will increase frequency in changing of air filters, increase the percentage of outside air and maintain positive building pressure.
- For facilities that have been shut down for a prolonged period of time, ventilation and water systems will be checked for safety.
- Elevators – Special attention will be given to cleaning and disinfection of all elevator surfaces due to their



heavy usage and confined area. All vertical surfaces including interior and exterior doors and control panels will be disinfected.

- Research Labs – normal detail cleaning and disinfection procedures will be followed when cleaning research labs. At a minimum, all floors should be completely swept and or dust mopped, then either machine scrubbed or wet mopped completely with a neutral floor cleaner. Disinfectant will be applied to all light switches and door handles, and empty trash receptacles and replace liners.
- Please be mindful that disinfectants should NOT be sprayed directly on control panels to avoid possible

electrical shock. Disinfectants should not be sprayed directly on electronics, as irreversible damage could be caused.

\* Additional public health infographics will be posted throughout campus.

***We will increase cleaning frequencies in buildings campus-wide and improve efficiency and effectiveness of microbial cleaning by utilizing electrostatic misting units - Clorox 360® - to combat COVID-19.***



**IMPROVE  
EFFICIENCY &  
EFFECTIVENESS**



## Residence Life

All undergraduate courses for the Fall 2020 semester will be conducted fully online, and non-residential. The residence halls will be closed, with the exception of The Axis, which is apartment living (176 studios and one bedroom apartments).

The majority of Howard University housing is privatized and is managed by third-party vendors: Corvias and Campus Apartments. The University will work closely with our partners to deliver optimal service and aligned standards of health and safety protocols University-wide.

We are doing everything we possibly can to accommodate as many students as possible, but we must do so in a manner that puts the health and safety of our students first.

If you have not done so already, students are strongly advised to register for classes immediately. This will help the University to plan for the fall semester. A student with a fully online schedule may opt to attend the University remotely.

## Occupancy

- All students arriving from “Hotspot” states as designated by the District will be assigned to single rooms.
- Start-up Howard University health care packages to promote health awareness and social distancing, and, appropriate PPE will be provided to students when they arrive to campus.
- Further details concerning move-in will be provided to students by the Division of Student Affairs.
- Students who have all of their classes online will be a lower priority to stay on campus.
- Students who have a clinical requirement will be prioritized for on-campus housing but cannot be guaranteed on-campus housing due to bed availability.





## Safety

We will increase the frequency of health and wellness inspections and assess cleaning protocols. Common areas will remain closed.

Ample signage will be posted in prominent locations regarding social distancing and effective hygiene practices. We will use placement stickers to demonstrate six feet of spacing in strategic locations. We will put a reservation schedule in place to maintain appropriate social distancing occupancy levels in shared spaces such as laundry rooms, study rooms, lounges, and computer labs.

For the health and safety of our residents, visitors will not be permitted in residents' living units during social distancing. Staff and vendors will always be required to wear personal protective equipment (PPE) and engage in proper handwashing. Added sanitation stations will be placed throughout all buildings to include lobbies, restrooms, entrances/exits of stairwells, elevators, trash rooms, and study areas. On-going staff training will be conducted. Other essential equipment may include thermometers, cameras, plexiglass shields, etc.

At move-in, appropriate hygiene and cleaning protocol/recommendations will be provided.

Public restrooms and community bathrooms in residence halls will be cleaned and sanitized at least twice a day based on CDC cleaning guidelines. Bathroom attendants are also being considered.

Residential spaces in Howard University residence halls will either have:

- Enough square footage per person (at least 113 square feet) to allow for a radius of 6 feet per person.
- Bed placement that will allow for at least 10 feet head-to-head, when measured 1 foot from the headboard.

## Planning and Implementation-

## Move-In Day

During move-in, social distancing guidelines will be implemented, consistent with current CDC and Department of Health guidelines. The student and one other person will be allowed in the room during move-in. We will institute visitor regulations. PPE requirements, such as masks, gloves, hygiene reminders, etc., will be followed. Traffic flow and amenities operations procedures will be in place to reduce risks.

It is critical that families follow the instructions that will be provided to them ahead of time.

## Isolation Plan

Our residential partners and the Office of Residence Life have an isolation plan in place should any student contract COVID-19. The measures being taken are in line with those recommended by the Centers for Disease Control and Prevention (CDC).

Self-isolation involves protecting others and slowing down the spread of COVID-19. It is very important that anyone who has the virus, or might have been exposed to it, limits the number of people they come into contact with, for at least 14 days. This is the most effective way of preventing COVID-19 from spreading.

In the event that there is a need to provide isolation space for students, isolation spaces have been identified. Depending on the volume of students requiring isolation, Howard University Hospital may be used to also implement isolation.

## Residents Who Test Positive- COVID-19

Residents with compromised immune systems are encouraged to choose to remain off-campus and choose remote instruction. Students who test positive for COVID-19 and exhibit mild symptoms are able to receive care via tele-health services provided by Howard University. Students who exhibit moderate to extreme symptoms and require medical attention will receive care from Howard University Hospital.

## Providing Meals to Residents in Isolation

Residence Life, Public Safety, and Sodexo will coordinate meal delivery to students in the isolation areas.

## Wellness Checks for Residents in Isolation

Isolated students are able to consult remotely with a healthcare provider via tele-health services. Students will be required to take their temperatures daily and monitor for shortness of breath. Should they develop high fevers and shortness of breath or a cough, they should wear a mask and report to the Emergency Room.

## Travel from High Risk (“Hotspot”) States

Consistent with guidance from the Department of Health, any student or staff returning from domestic travel, particularly “hot spots”, or overseas travel will be required to quarantine for 14 days. Once students arrive on campus, we are discouraging domestic travel, and nonessential travel outside of the DMV (District, Maryland, and Virginia) region. Students will also report, through an online travel registry portal, if they are traveling outside of the DMV during the academic year. Students traveling to an identified high risk state or area, at that time, will also be subject to the 14 day quarantine rule upon return.

The University will monitor the District’s Coronavirus website (<https://coronavirus.dc.gov/phasetwo>) to remain current regarding the list of high risk states.

***In the event that there is a need to provide isolation space for students, isolation spaces have been identified.***





## Dining and Retail

Howard University's hospitality partner is committed to finding innovative ways to provide healthy dining services to our students. This is an exceptional time for food delivery services, but our hospitality partner is committing to finding innovative ways to providing healthy food choices to our students and ensuring meals delivery is conducted in the safest manner possible, in accordance with mandates from the local health department.

We are implementing the following measures to increase public health safety while continuing to serve students:

- Before, and after eating, you should wash your hands thoroughly to reduce the potential transmission of the virus.
- Wear a mask or face covering until you are ready to eat and then replace it after eating.
- Enhanced take-away service, delivery options, with limited reservation dine-in seats.
- Self-serve buffet-style meals will not be possible.
- Removal of all self-service areas for salad bars and exposed condiment stations.
- Installation of clear plexiglass dividers to separate customers and staff.
- Mandatory use of masks or face coverings and gloves for all staff, with handwashing every 30 minutes.
- Reduction of seating (to 15-20% of current capacity) in all dining facilities in concurrence with the current District guidelines.

- Implementation of social distancing guidelines in all lines and spaces.
- Installation of hand-sanitizer dispensers throughout all dining facilities at register stands and entry points.
- Regular cleaning of high-touch areas, including tables and chairs after each seating will be conducted.
- Deep cleaning of dining areas on a routine basis will be implemented.
- Remote locations will be established to distribute IDs to minimize queuing at the iLab.
- IDs for incoming freshmen will be printed and delivered to the residence halls for distribution with room keys.

## Retail Stores and Other Auxiliary Services

There are third-party amenities that are provided in close proximity, or on our University campus. These partners operate independently of Howard University, and will have their individual processes, as part of their unique restaurant brands. These establishments include, but are not limited to: Chipotle®, Starbucks®, Potbelly® and Barnes and Noble®.

- Barnes and Noble® will include online purchases with direct shipments to customers, and curbside pickup stations.
- Laundry services use is contingent upon the size of the room, however, there should be no more than two students permitted to a laundry room at any given time.
- The Bison One Card Program will move the processing of ID photos to self-service to reduce long queues in the iLab Bison One Card Office.

## Transportation

The University will provide shuttle service this fall, implementing social distancing protocols. All riders will be required to wear masks, and capacity will be limited on shuttles to provide social distancing. Shuttle routes and hours will be amended to be in alignment with the on-campus census.

If you must take public transportation or use Howard University's shuttle buses, wear a mask before entering the bus and avoid touching surfaces with your hands. Upon disembarking, riders are asked to wash their hands or use hand sanitizers as part of the University-wide prevention regimen.

Bicycles and cycle stands are available campus wide. Students are required to provide their own locks and are free to use their own bicycles.





## Event Management and Athletics

All major University gatherings have been impacted by the COVID-19 pandemic. Per District of Columbia Re-Open DC Guidelines and CDC recommendations:

- Limit group size, with social distancing protocols in place, pursuant to DC's guidance of no more than 10, 50, or 250 people during Phases 1, 2 or 3, respectively.
- Pursue virtual group events, gatherings, or meetings, if possible, in lieu of in-person, and promote social distancing of at least 6 feet between people if events are held.
- Large gatherings, such as assemblies and in-person social events, must be canceled in consideration of social distancing requirements and DC's guidance noted above.
- In-door recreation areas and theater venues, including Cramton Auditorium must stay closed until Phase 2 with an overall limit of 50 people and 250 people in Phases 2 and 3, respectively, maintaining social distancing. Details for chapel services will be shared with the University at a later date.
- The University's swimming pool must remain closed until Phase 3, subject to capacity and staffing limitations. Swimming courses will not be offered this fall. Details will be shared with students via the Office of the Registrar.

## Intercollegiate Athletics

The Division of Intercollegiate Athletics is working closely with partners at the NCAA and MEAC conference in its planning. Their guidelines will be critical in decision-making, and we will share updates as guidance from these organizations is received.

Team-specific health and safety plans have been developed. It is anticipated that athletes participating in spring sports would only engage in strength and conditioning activities, not full practices.

## Event Management

Consistent with social distancing, we have temporarily paused live events on campus. Gatherings of more than 50 people are not permitted in DC during Phase 2 of the District's re-opening.

Our current planning assumes gathering limits will continue to be in effect through the fall semester. A draft list of events and activities, and current guidance are in the following tables.

## Event Management

EVENT	PHASE 1 STATUS	PHASE 2 STATUS	PHASE 3 STATUS
Orientations (University, Schools and Colleges)	Virtual	Virtual (due to participant size)	Virtual (due to participant size)
School/College Summer Program	Virtual	Virtual (due to participant size)	
Opening Convocation	Virtual	Virtual (due to participant size)	
Chapel Services	Virtual	Virtual (due to participant size)	Virtual (due to participant size)
School/College Fall Program	Virtual		
Homecoming	Virtual (limited programming offerings)	Virtual (limited programming offerings)	Virtual (limited programming offerings)
Major Ceremonies (Schools and Colleges)	Virtual	Virtual	Select programs in person
Conferences (internal/external)	Virtual	Virtual (due to participant size)	Select programs with limited participants
Annual University Community Holiday Party	Not feasible	Not feasible	Not feasible
President's Holiday Party	Not feasible	Not feasible	Not feasible

## Athletics

SPORT	PHASE 1 STATUS	PHASE 2 STATUS	PHASE 3 STATUS
Football	PHASE 1 STATUS Virtual workouts and team meetings	Limited practice preparation, social distancing as directed by applicable governing bodies	Practice, preparation and competitions pursuant to MEAC and D.C. guidelines
Men's Soccer	PHASE 1 STATUS Virtual workouts and team meetings	Same as above.	Practice, preparation and competitions pursuant to Suncoast and DC guidelines
Women's Soccer	PHASE 1 STATUS Virtual workouts and team meetings	Same as above.	Same as above. Practice, preparation and competitions pursuant to DC guidelines
Women's Volleyball	PHASE 1 STATUS Virtual workouts and team meetings	Same as above.	Same as above. Same as football.
Cross Country Track and Field	PHASE 1 STATUS Virtual workouts and team meetings	Same as above.	Same as above. Same as football.



HOWARD  
UNIVERSITY



# THE BISON PLEDGE

Being a member of the Howard University community means that each of us must take extraordinary steps to stay safe and protect each other, on campus and in the community. Accountable together, I pledge to take responsibility for my own health, protect others, and help keep the University community safe from the spread of COVID-19 and other infections as identified and instructed by the university.

## I PLEDGE TO:

### Protect Myself By:

1. Self-monitoring for symptoms of COVID-19 by providing truthful and complete information in completing the daily assessment questionnaire via the Bison Safe App and reporting any fever of 100.4 F (38 C) or higher, dry cough, difficulty breathing, chills, shaking with chills, muscle pain, headache, sore throat, or loss of taste or smell.
2. Contacting the Student Health Center for medical evaluation if I have symptoms.
3. Washing my hands often with soap and water or using hand sanitizer.

### Protect Others By:

1. Adhering to capacity limits in social situations to prevent high-spread scenarios.
2. Maintaining appropriate physical distancing, especially in classroom settings and other public areas, or in the presence of older or other vulnerable community members.
3. Staying home or in my dorm room if I feel ill or after exposure to someone who is ill or has tested positive for COVID-19.
4. Wearing an appropriate face mask and other protective gear consistent with the University's directive on face coverings.

### Protect Our Bison Community By:

1. Submitting to all mandatory COVID-19 testing required by the University.
2. Cooperating with the University and government health officials as needed to assist in contact tracing cases exposure and infections that may occur within the HU community.
3. Complying with mandatory isolation and quarantine in compliance with the University's directives for quarantine if I have been exposed to someone who tested positive for COVID-19 or presumed to have COVID-19 based on symptoms.
4. Carefully observing instructional signs and directions.
5. Completing all University-mandated COVID-19 training.

Any student who refuses or fails to comply with these requirements and precautions, and any other measures the University advances for the safety and protection of the Howard Community, will constitute a violation of the University's Student Code of Conduct and could result in sanctions up to and including expulsion from the University.

# Fall Re-Opening Committee Members

## Residence Life

Dr. Cynthia Evers: Interim VP, Student Affairs (Chair)  
Julie Hanners: Corvias Partner (University Housing)  
Debra Lockwood: Provident Partner (University Housing)  
Todd Pederson: Corvias Partner (University Housing)  
Jackie Gammage-Troutman: Campus Apartments Partner (University Housing)  
Kimberly Collins: Office of the Dean, Residence Life  
Chi Perrus: Real Estate Development Consultant  
Anthony Freeman: Real Estate Executive  
Bonnie Murphy: AVP Auxiliary Enterprises

## Campus Safety

Chief Marcus Lyles: Chief of Police (Chair)  
Aaron Baltimore: Executive Director, Physical Facilities Management  
Dr. Gina Brown: Dean, College of Nursing and Allied Health  
Dr. Natalie Hopkinson: Assoc. Professor, Cathy Hughes School of Communications  
Dr. Robert Cosby: Professor, School of Social Work  
Dr. Sandra Crewe: Dean, School of Social Work  
Dr. Jahn O'Neil: Assist. Professor, Physiology/Biophysics; Faculty Senate  
Yvonne Towers: Chief Budget Officer

## Classroom Management

Okianer Dark Esq.: Associate Provost, HUSL (Chair)  
Dr. Tracy Whitaker: Associate Dean for Academic and Student Advancement, School of Social Work  
LaTrice Byam: Director Enrollment Management  
Saige Haynes: Student, HUSA  
Dr. Karen Kolivoski: Professor, School of Social Work  
Dr. Melanie Carter: Associate Provost, Undergraduate Studies  
Dr. Jennifer Thomas: Assoc. Professor, Cathy Hughes School of Communications  
Dr. Courtney Robinson: Assoc. Professor, College of Arts & Sciences; Faculty Senate  
Dr. Angela Cole-Dixon: Associate Provost  
Dr. Quinton Williams: Professor, Physics, College of Arts & Sciences  
Dr. Elaine Heath: Dean, Special Student Services  
Anne-Marie Waterman, Esq.: Assistant Dean, Administration HUSL

## Health and Wellness

Dr. Hugh Mighty: Dean, College of Medicine (Chair)  
Dr. Toyin Tofade: Dean, College of Pharmacy  
Dr. Michelle Buchannan: Director, Student Health Center  
Brenda Douglas: AVP, Insurance and Risk Management  
Susan Dreyer: Director, Environment Health and Safety  
Latrice Byam: Director, Enrollment Management  
Joey Henderson: Emergency Manager, Campus Police Department  
Dr. Pamela Carter-Nolan: Program Director, Masters of Public Health (GR)  
Dr. Mark Johnson: Tenured Professor, Community Health and Family Practice  
Dr. Andrea Jackson: Dean, College of Dentistry  
Dr. Shelly McDonald-Pinkett: Associate Professor, College of Medicine

## Event Management, Athletics

David Bennett: VP, Development and Alumni Relations (Chair)  
Kery Davis: Director, Athletics  
Andrew Rivers: Director, Events and Protocol  
Dr. Leelanee Malin: Account Director & Faculty, Cathy Hughes School of Communications  
Dr. Terry Morris: Academic Coordinator, College of Pharmacy  
Dr. Alison Glascoe: Professor, College of Dentistry  
Dr. Celeste Malone: Assoc. Professor, School of Education  
Tonija Hope Navas: Deputy Director, Ralph Bunche Center

## Technology

Jonathan Piersol: Chief Information Officer (Chair)  
Ruby Roy: Deputy Chief Information Officer  
Debbi Jarvis: Senior Vice President, Corporate Relations  
Dr. John Anderson: Dean, College of Engineering and Architecture  
Vancito Wallace: Senior Technology Officer, Office of the Provost  
Olga Osaghae: Director, Applications, ETS  
Dr. Harry Keeling: Assoc. Professor, College of Engineering and Architecture

## Facilities

Aaron Baltimore: Executive Director, Physical Facilities Management (Chair)  
Shelton Higgins: Senior Operations Specialist, Physical Facilities Management  
Thompson Facilities  
Rawle Howard: AVP, Procurement  
Dr. Sonja Williams: Professor, Cathy Hughes School of Communications  
Dr. Emmanuel Akala: Professor, College of Pharmacy  
Dr. Tanya Greenfield: Director, Clinical Operations and Strategy, College of Dentistry  
Dr. Kenneth Anderson: Professor, School of Education

## Transportation

Bonnie Murphy: AVP, Auxiliary Enterprises (Chair)  
Dr. Parris Carter: AVP, Student Affairs  
Dr. Roger Caruth: Assistant Professor, Cathy Hughes School of Communication  
Dr. Hazel Edwards: Professor, College of Engineering and Architecture  
Dr. Priscilla Okunji: Associate Professor, College of Nursing & Allied Health Sciences  
Dr. Jo Von McCalester: Lecturer, College of Arts Sciences  
Dr. Derayah Derakhshesh: Professor, College of Arts & Sciences

## Meeting Norms

Anthony Jones: AP/AVP, Enrollment Management (Chair)  
Lawrence Britton: Specialist, Financial Aid  
Kathy Jewett: Specialist, Student Accounts  
Dr. Ingrid Sturgis: Associate Professor, Cathy Hughes School of Communications  
Dr. Altaf Husain: Associate Professor, School of Social Work  
Dr. Sandra Crewe: Dean, School of Social Work  
Dr. Thomas Fungwe: Professor, College of Nursing & Allied Health Sciences

## Human Resources

Larry Callahan: Chief Human Resources Officer (Chair)  
Dr. Samantha Powers: Assistant Professor, Cathy Hughes School of Communications  
Dr. Soleman Abu-Bader: Associate Professor, School of Social Work  
Dr. Ruby Gourdine: Professor, School of Social Work  
Dr. Charmaine McKie: Clinical Instructor, College of Nursing & Allied Health Sciences  
Dr. Yolanda Pierce: Dean, School of Divinity  
Dr. Candace Mitchell: Assistant Professor, College of Dentistry  
Dr. Lisa Grillo: Assistant Professor, School of Education  
Monique McClung: Data Analyst; HUSO  
Bilal Balruddin: Special Assistant to VP, DAR  
Sean Plater: General Manager, WHUR  
Lawrence Jones: Manager, Talent Acquisition  
Eugene Cooper: Director, Human Resources Information System

## Dining, Retail

Bonnie Murphy: AVP Auxiliary Enterprises (Chair)  
Anthony Freeman: Real Estate Executive  
Eric Brown: Sodexo  
Dr. Alaina Davis: Assistant Professor, Cathy Hughes School of Communications  
Dr. Avis Graham: Adjunct Instructor, College of Nursing & Allied Health Sciences  
Dr. Amarilis Lugo de Fabritz: Master Instructor, College of Arts & Sciences  
Rodelyne Lirazan: Facilities Coordinator, College of Pharmacy  
Gaelle Ivory: Assistant Director, Intercultural Program

## Communications

Alonda Thomas: Interim VP, Office of University Communications (Chair)  
LaTasha Murphy: Interim AVP, Office of University Communications  
Derrick King: Director, Operations Strategy and Communications  
Paul Monteiro: Chief of Staff; Assistant Vice President of External Affairs  
Dr. Lennox Graham: Assistant Professor, College of Nursing & Allied Health Sciences  
Dr. Tia Tyree: Professor, Cathy Hughes School of Communications  
Dr. JaNeen Cross: Assistant Professor, School of Social Work  
Dr. Shameka Stanford: Assoc. Professor, Cathy Hughes School of Communications; Faculty Senate Member  
Jamie Triplin, Director, Graduate School

## Research

Dr. Bruce Jones, VP for Research (Chair)  
Joseph Aubee (Ph.D. Student)  
Dr. Marjorie Gondre-Lewis, Professor, Anatomy, College of Medicine  
James Griffin, Building Manager, Interdisciplinary Research Building  
Dana Hector, Executive Director, Research Administrative Services  
Dr. Charles Ichoku, Professor, College of Arts & Sciences  
Jalisa Nurse (Ph.D. Student)  
Dr. Evaristus Nwulia, Professor, Psychiatry, College of Medicine  
Dr. Tamara Owens, Director, Clinical Skills & Simulation Center  
Dr. Danda Rawat, Associate Professor, Computer Science and Electrical Engineering  
Dr. Gloria Washington, Assistant Professor, Computer Science and Electrical Engineering

Dr. Tashni-Ann Dubroy, Executive Vice President & Chief Operating Officer - Co-Chair

Dr. Anthony K. Wutoh, Provost & Chief Academic Officer - Co-Chair



**HOWARD**  
**UNIVERSITY**