The Governor’s Executive Order and our next steps...

Return to Campus
Two parts of the order are directly relevant to us:

- "The Arizona Board of Regents, that a public university or community college may not mandate students obtain a COVID-19 vaccine, show proof of COVID-19 vaccination or place any conditions on attendance or participation in classes or academic activities, including but not limited to mandatory testing and mandatory mask usage, if a person chooses not to obtain a COVID-19 vaccine or disclose that they have been vaccinated against COVID-19, unless such requirement has been mandated by law in the State of Arizona."

- "Students participating in clinical settings at a health care institution licensed under A.R.S. Title 36 which includes hospitals, nursing care institutions, residential care institutions, intermediate care facilities for individuals with intellectual disabilities (ICF-IID), group homes or other medical facilities may be required to provide proof of COVID-19 vaccination and subject to regular health screenings and testing as determined by the health care institution."
The Governor's Executive Order was:

- Received positively: 39
- Created confusion: 22
- Caused concerns: 100
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Politicized
- None
- None

- Politicized
- Confusion among teachers about classroom rules
- None

- Politicized
- Personally, I don't want to go back to the office if folks aren't vaccinated
- None
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Looking forward to seeing coworkers in person again
- Concern with staff and faculty safety when students return.
- Pandemic is not over!
- Employees having concern who do not want to come to campus w/o knowing others are vaccinated
- I am so happy I do NOT have to get this vaccine.
- Consistency with how individuals are treated, regardless of status
- My leadership is more concerned now
- Confusion regarding class field trips
- No masks!
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Department clarification.
- Some no longer want to return to work
- People do not feel safe on campus
- With the Delta Variant, his order was short-sighted and too soon. We will be unable to tell who is vaccinated and who is not.
- Public safety
- Politicized
- None
- None
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Excited CDC guidelines are being followed. Opportunity to stay based in science.
- Concerns about spreading variants and not being able to test.
- Confusion about mask wearing.
- None
- None
- We are moving forward to a return to normal operations.
- Faculty don’t want to be in classroom
- Concern for those immuno compromised individuals
<table>
<thead>
<tr>
<th>Challenge/Opportunity</th>
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<tbody>
<tr>
<td>Creating meeting spaces in which people feel safe</td>
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<tr>
<td>confusion</td>
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<tr>
<td>Safety and health concerns</td>
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<tr>
<td>None</td>
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<tr>
<td>Confusion among parents of students</td>
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<td>Not based in science, and changes the planning dramatically by removing those safeguards</td>
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<tr>
<td>Frustration for those who are vaccinated but won't feel safe.</td>
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<td>Safety of staff</td>
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<td>concerns about health</td>
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<td>Challenges or Opportunities</td>
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<tr>
<td>People not wanting to return to the office</td>
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<tr>
<td>Fear of getting COVID</td>
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<tr>
<td>Politicized</td>
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<tr>
<td>Medicine becoming a taboo political topic</td>
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<tr>
<td>Employees choosing not to be vaccinated is causing concern</td>
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<tr>
<td>Health concerns</td>
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<tr>
<td>Concern for safety of staff</td>
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<tr>
<td>It undid all mitigation measures we had (that worked)</td>
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<td>Younger population have not been vaccinated</td>
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<tr>
<td>Challenges or Opportunities</td>
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<td>---------------------------------------------------------------</td>
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<tr>
<td>Hiring staff that will only accept offers if they can work remotely.</td>
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<td>The governor is acting counter to the best interests of the universities and the community.</td>
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<td>Politically driven, not based on public health.</td>
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<tr>
<td>Difficult to protect those who are unable to get vaccinated.</td>
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<td>CAST has not particularly had any issues of note during this time, the return to normal for this college was synchronous because we were online/hybrid before.</td>
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<tr>
<td>ASU messed it up for UA..we had a good thing going.</td>
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<tr>
<td>Mask mandate</td>
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<tr>
<td>Governor's overreach is a concern to independence of UA.</td>
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<tr>
<td>Academic Advisors are concerned about meeting face-to-face with students and not knowing if they are vaccinated.</td>
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<tr>
<td>Concerns about procedures</td>
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<td>----------------------------------------------------------</td>
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<tr>
<td>Confusion, how can students be required to show MMR vaccinations and not COVID?</td>
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<tr>
<td>Felt that it took away some of the autonomy or flexibly in managing the return to workplace process</td>
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</tbody>
</table>
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Concern that there could be another surge
- People don't want to return to workplace.
- I have heard nothing
- What measures are put in place for social distancing
- Conflicting policy from Dept Head
- We still have unvaccinated children at home
- Return to office safety.
- Masks, capacity, staff support varies, FFCRA going away
- Personally does not want to go into a space with potentially non vaccinated people
<table>
<thead>
<tr>
<th>People are angry. He ignored public health advice. Some are confused.</th>
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</thead>
<tbody>
<tr>
<td>People still resistant to get vaccinated. The order encouraged this.</td>
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<tr>
<td>Safety</td>
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<tr>
<td>Politicized</td>
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<tr>
<td>As variants evolve, have concerns about campus safety.</td>
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<td>Opens up more inconsistencies between various parts of campus</td>
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<tr>
<td>People are apprehensive about returning to work in person.</td>
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<tr>
<td>Mask wearing</td>
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<tr>
<td>concern over safety via the Delta variant</td>
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</table>
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Safety
  - The thought that this only pertains to students just seems like a challenge to be fair to all
- Mask wearing confusion
- Lack of understanding of healthcare
  - Worried about a possible influx of unvaccinated students in fall
- Continued concerns about pandemic
  - None
  - Safety concerns
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- none
- Governor doesn't care about peoples' well being- only politics.
- It happened so quickly and we are still dealing with the virus and new variants.
- Masks?
- People are acting as if everything is back to normal, it's not.
- can we ask who is vaccinated so we know when to wear a mask?
- Glad I do not have to get the vaccine.
- Nice to see team again!
- Dangerous in a pandemic
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Happy to move on from all of this
- Staff who are immunocompromised and don't want to be near students who might not be vaccinated
- College of Medicine is mandating 100% return to the office
- I don't want to risk giving this to my elderly mother or grandchild due to unvaccinated employees and students
- Opportunity to keep washing hands
- Confusion when serving public audiences, ex. Testing Office
- We don't know for a fact how long the Covid vaccine will be good for and we are coming back. Very unsafe and unfair.
- A faculty was asked about vx status because he was wearing a mask
- Why some colleges are allowing continued remotely working while others are not.
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- The Pandemic is over. All should go back to work
- More pushback on returning to the workplace
- Seems like a political decision and not one necessarily based on public health and prevention
- It doesn’t allow the universities to manage themselves.
- What will we do when all the students return?
- Seemed a bit abrupt, but could have been better communicated with data
- Staff don’t want to come back yet
- Very Uncertain, feel as though we aren’t getting straight answers or science
- Open discussion about discrimination and relief for those who choose to not be vaccinated due to personal, medical, or religious reasons.
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

- Concerns with not wearing a mask and being exposed
- It was politically reactive to ASU's communication to his campus.
- With people apprehensive about returning to work, I am also concerned about losing precious workspace in the meantime because I anticipate a full return of staff at some point in the future.
- Glad masks aren't mandatory anymore.
- Non credit, public in-person activities and programs - no clear direction as to how to handle
- We never left campus
- This was good to hear, work thru the pandemic and have been vaccinated. We are now used to wearing mask.
- We will work a hybrid model with some days on campus and some days work from home
- since the order, have heard staff are scared to return. This is not fair to the people who are coming back.
What challenges or opportunities have you heard or experienced as a result of the Executive Order?

False
False
3
Key Take-a-ways:

- **Weekly COVID-19 testing is no longer mandatory for any students or employees.** However, we will continue to offer voluntary, free, and convenient COVID-19 testing to students, employees, and designated campus colleagues on main campus. Please visit the [COVID-19 testing page](#) for more information, and get tested if you have any signs or symptoms of COVID-19.

- **To mitigate the spread of COVID-19, the use of face coverings is strongly encouraged, but not required, at all of our campuses in Arizona, especially during group activities in indoor settings. However, you are required to wear a face covering in any building or facility that is operated by or affiliated with the University where patients are seen, including Campus Health and Banner University Medical Center buildings.**
How are your College/Department/Unit's plans for return to campus progressing?

- We never left campus (24)
- We are transitioning back to campus over summer (32)
- We will all be back on campus by fall semester (24)
- We will work a hybrid model with some days on campus and some days work from home (62)
- We will continue to work from home (5)
- We’re not sure what we are doing (20)
Varying messages:

- Return to work July 1 without flexibility option
- Return to work with July 6 but work with your supervisor for flexibility requests
- Return to work gradually using hybrid schedules
- Continue to work from home
Supervisor’s Response and Responsibility

**Understand employee hesitations:**

- Fear
- Change
- Unknown Safety

* Resources available to help

**Address employee hesitations:**

- Masks are Strongly Encouraged!
- Updates to the Division HR Website
- Flexible Work Arrangements
- Unit Safety Collaboration
Employee assistance counseling only covers work related concerns.
Employee assistance counseling services are only offered to benefits eligible employees.

True: 53
False: 88
How many sessions per issue do benefits eligible employees and their household members have access to?

3 sessions per issue: 7
5 sessions per issue: 17
8 sessions per issue: 20
12 sessions per issue: 85
Questions?