

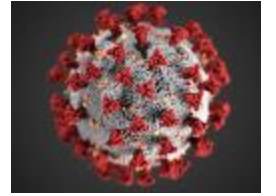


Convocation 2020



September 3, 2020
Michael A. Alfultis

Disrupters in 2020

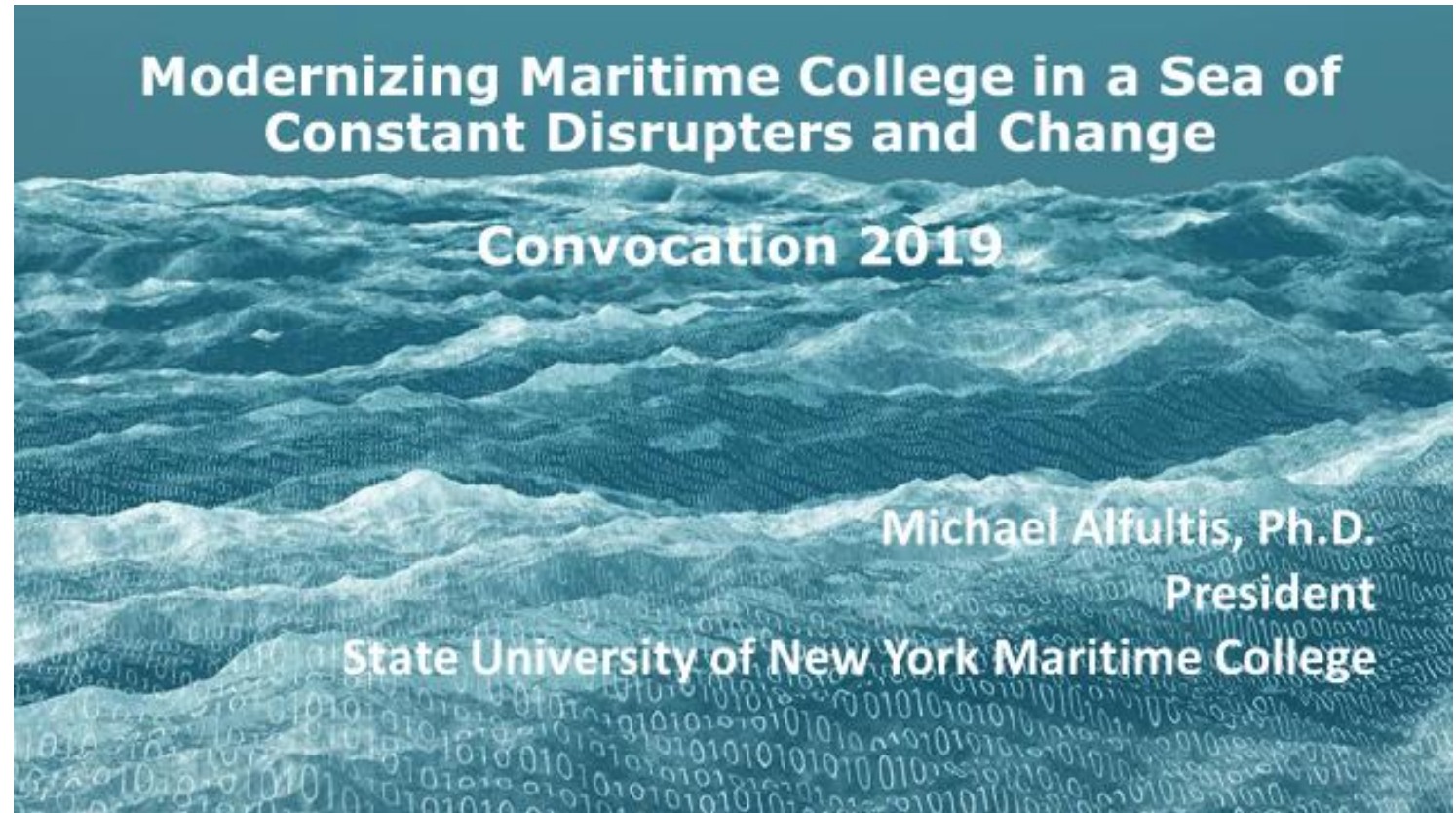


COVID-19

- Economy
- Higher Education
- Daily Lives

Social Justice/Change

- Nationally
- New York
- Maritime College



Building a Safe and Inclusive Campus

*A shared responsibility to
create a campus free from:*

- *COVID-19*
- *Bias, Discrimination, and Harassment*



New York Universities and Colleges In the News

NEWS

SUNY Oneonta closes a week into classes after over 100 positive for COVID-19

By Lee Brown

August 30, 2020



Four UAlbany students suspended as school probes off-campus parties

23 Syracuse University students receive interim suspensions after large gathering on campus

SUNY Plattsburgh suspends 43 students for violating COVID-19 guidelines

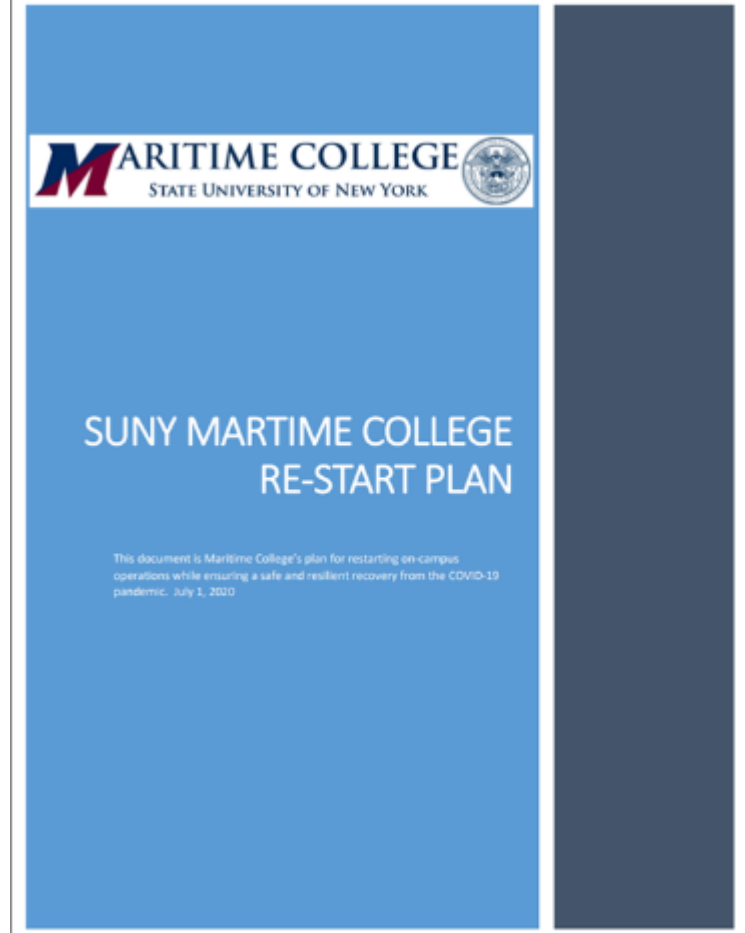
SUNY Geneseo suspends Greek orgs, students for COVID-19 protocol violations

Cuomo: Colleges are "canary in the coal mine" for education amid COVID-19

Cuomo: Colleges must go remote if coronavirus cases spike

So Why Open?

- New York State has successfully slowed the transmission of COVID-19 to one of the lowest rates of any state in the country
- We have successfully completed two of three phases in our SUNY certified plan for re-starting on-campus operations following CDC, and Governor's, NYS DOH, and SUNY guidelines
- We have undertaken extensive planning and preparations



Readiness to Resume On-Campus Operations

- Preventive Measures
 - Health Screening
 - Face-Coverings
- Monitoring Program
- Contact Tracing and Containment Protocols
- Transparency
- COVID-19 Expectations



Health Screening

- All students directed to self-quarantine and complete the Maritime College Health Screening Attestation Form. Must present form before being permitted access
- Over 200 students from states on NYS Travel Advisory list or international quarantined on campus or in NY.
 - Approximately 100 students elected to self quarantine on campus; random COVID-19 surveillance testing in place
 - Students required to complete NY State Traveler Form
- Starting week of Sep 8, all students must complete the CampusClear App daily – random spot check for compliance
- Maritime College employees must complete the daily health screening questionnaire, either through the link to the College's intranet site or through the QR code.



Campus Clear



Face-Covering Policy



- All students, employees, and visitors must adhere to our face-covering policy, which is posted on our COVID-19 Update/Re-start webpage
- Each employee and student will be provided with two facemasks that meet CDC requirements.
- If you want to wear a covering/mask, consider the characteristics of the material used, number of layers, size of the pores in the fabric, and the fit to the face. Masks with three or more layers of 100% cotton or high cotton content are the most effective.
- Bandanas, fleeces, and gaiters are unacceptable substitutes for proper face coverings, offering little protection, and as such, they are not allowed in community settings (classrooms, labs, and mess deck).

Face-Covering Policy (cont.)



- Simple policy: Face masks/coverings must be worn on campus at all times by students, staff, faculty, staff, and visitors.
 - The only time students are not required to wear a mask is when inside their room with their roommate.
 - Faculty and staff are expected to wear a mask anytime they are outside their office. In offices, face masks must be worn when social distancing cannot be maintained.
 - Face masks must also be worn at all customer-servicing points.
 - Additional guidance will be promulgated by athletics.

Monitoring

- Internal Monitoring
 - What is happening on our campus
 - Based on results and trend analysis from random surveillance testing, event testing, and reports from HR and Health Services
- External Monitoring
 - Regional Metrics (New York City)
 - County Metrics (Bronx)
 - Upstate Medical County and Campus Profile – Risk to campus based on student and employee demographics and regional and county infection rates

Monitoring: Surveillance and Event Testing

- Implementing random COVID-19 surveillance testing
 - Current plan to test 40 students per week, which will result in 160-200 students being testing each month.
 - Participation in surveillance testing is mandatory for students and voluntary for employees
 - If a student fails to participate in testing, they will be required to leave campus and will not be permitted to attend any on-campus classes or activities
- Health Services will test symptomatic students (e.g. “event testing”). Students will be isolated until tests are received.
- Antigen analyzer and test kits on order to provide local testing capacity
- Facilities looking into testing waste water for presence of COVID

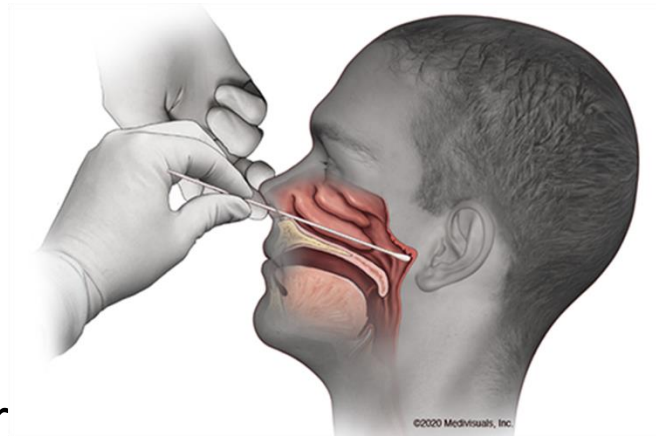
Internal Monitoring

- Testing helps determine potential for community spread, and if we need to shift to remote instruction:
 - If, over 14 day period, our positive test rate exceeds 5% of on-campus population (which includes students and employees), must shift to remote learning for two weeks. Allows for:
 - Extensive contact tracing
 - Immediate quarantining and disinfecting measures to contain spread of virus
 - After two weeks, NYS DOH will evaluate if spread has been contained and if in-person learning can re-start
- Faculty teaching face-to-face or hybrid should be prepared at all times to shift to fully remote instruction

Screening and Testing Results to Date

Phase I Pierside Shipboard Training

- All Cadets completed and submitted health screen form; no cadets claimed symptoms within last 14 days or proximity to someone with symptoms
- Over five weeks conducted 422 tests: Total of 5 positives (1.2%)
 - All positives in first week
 - All asymptomatic
 - Quarantine, cleaning, and contract tracing protocols followed for positives and roommates



Phase II Quarantine (On-Campus Quarantine students)

- Last Week's Results: 24 tested, 2 positive
- This Week: 80+ tests, awaiting results

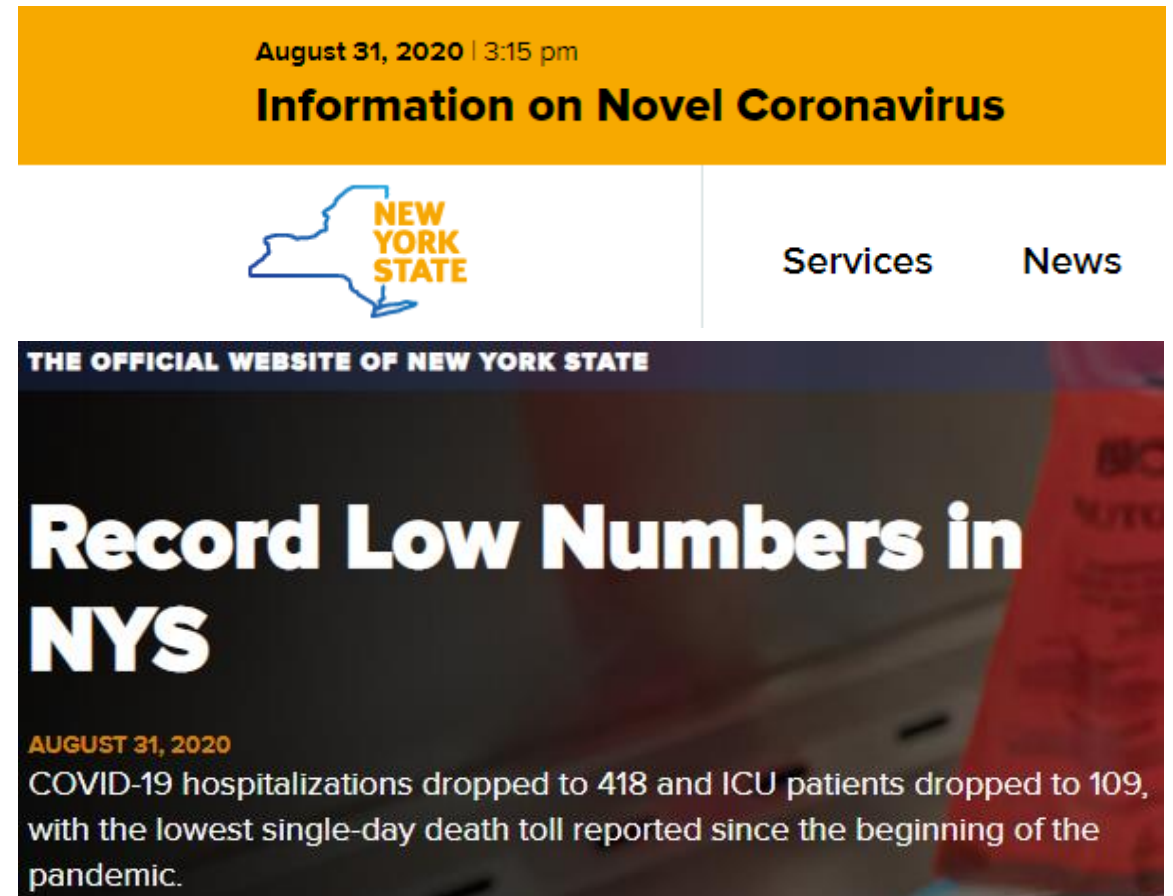


COVID-19 External Monitoring

- Three External Dashboards
 - Regional Metrics (New York City)
 - County Metrics (Bronx)
 - Upstate Medical County and Campus Profile – Risk to campus based on student and employee demographics and regional and county infection rates
- Regional trends for opening and closing
 - Open: Regional rate of positive tests < 5% (14 day rolling average)
 - Close: Rate of positive tests rate >9% (7 day rolling average)
- Faculty teaching face-to-face or hybrid should be prepared at all times to shift to fully remote instruction

COVID-19 Update

- Governor announced on 30 August
 - Hospitalizations at new low since March 16 (418)
 - ICU Patients at new low since March 15 (109)
 - 24 straight day with COVID test positivity rate below 1% (0.99)
- Positivity rate:
 - 0.7 % NYC
 - 0.6% Long Island



Monitoring Plan: Regional Metrics

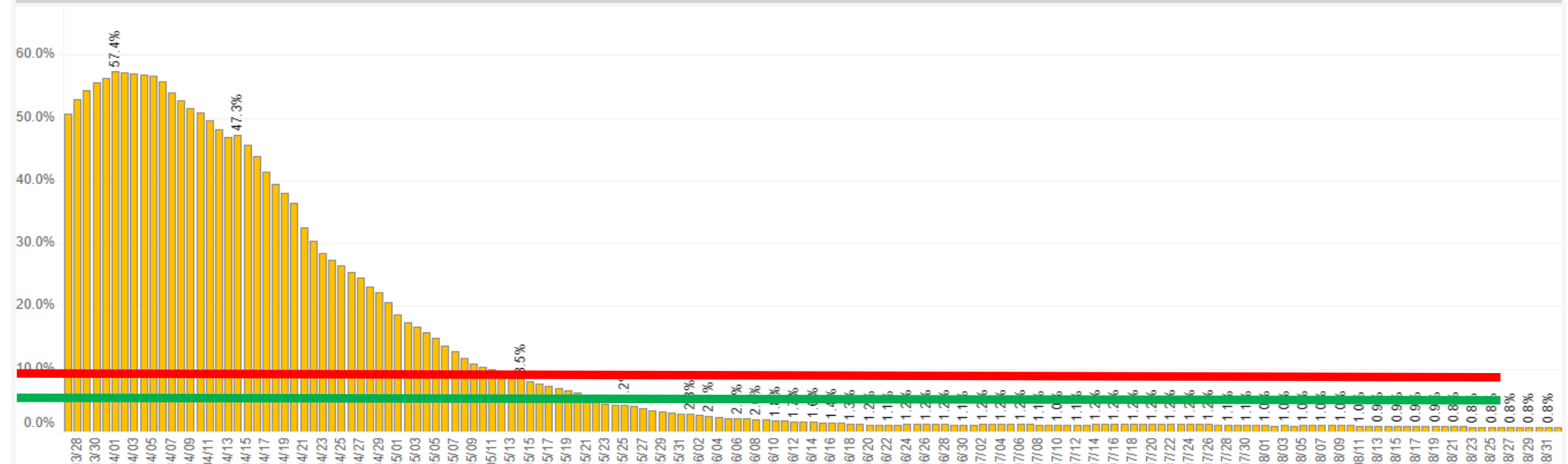
COVID-19 Early Warning Monitoring System Dashboard - New York City

Data as of: September 1, 2020
Last updated on: September 2, 2020

Testing/Tracing Targets		New Infections		Severity of Infection	Hospital Capacity	
Maintain 30 per 1,000 Diagnostic Tests	Maintain Required Case and Contact Tracing Capacity	% Positive Tests per Day (7-Day Rolling Avg)	New Cases per 100K (7-Day Rolling Avg)	Gross New Hospitalizations per 100k (7-Day Rolling Avg)	Share of Total Hospital Beds % Available (7-Day Rolling Avg)	Share of ICU Beds % Available (7-Day Rolling Avg)
37,050 / 8,399	4,648	0.8%	3.37	0.39	22%	28%
Show Trend		Show Trend	Show Trend	Show Trend	Show Trend	Show Trend

- Select a Region
- ☐ STATEWIDE
 - ☐ Capital Region
 - ☐ Central New York
 - ☐ Finger Lakes
 - ☐ Long Island
 - ☐ Mid-Hudson
 - ☐ Mohawk Valley
 - ☒ New York City
 - ☐ North Country
 - ☐ Southern Tier
 - ☐ Western New York

% Positive Tests per Day (7-Day Rolling Avg)



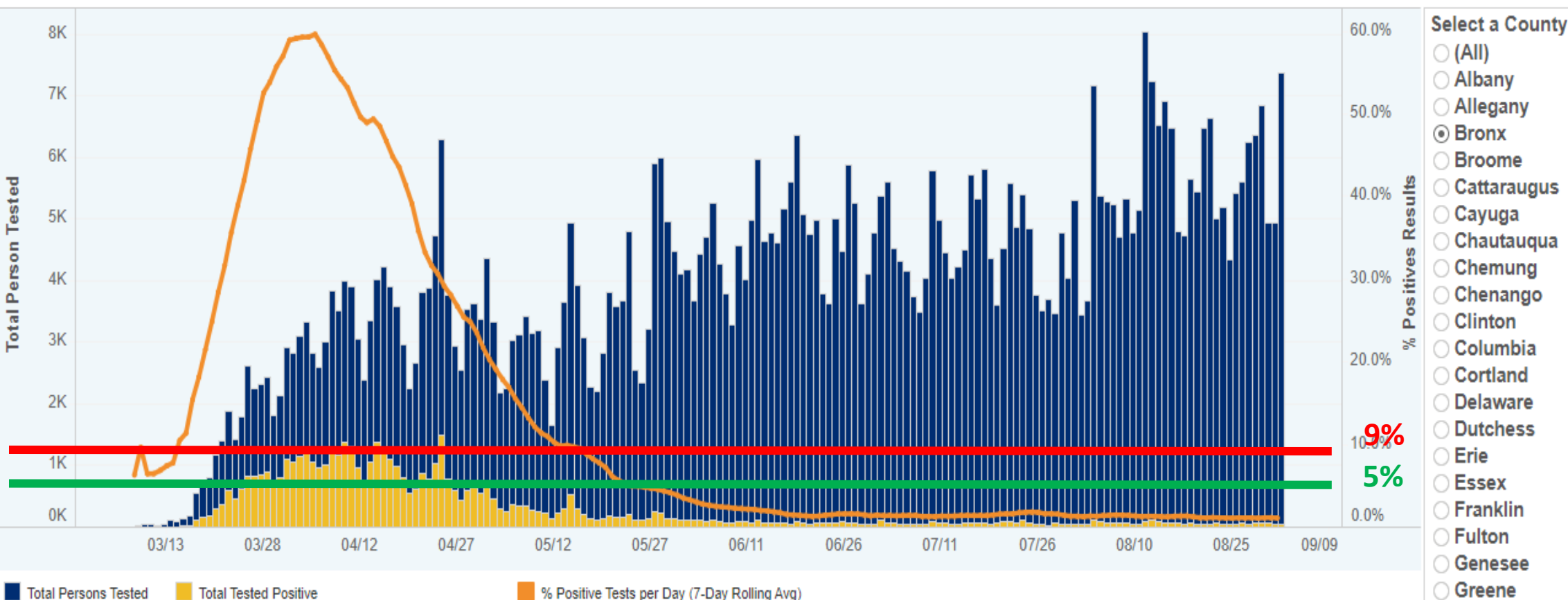
9%
5%

Monitoring Plan: County Metrics

% Positive Results - Bronx County

Test Results - Yesterday

Testing data as of: 9/1/2020
Testing data last updated on: 9/2/2020



		Total Persons Tested	Total Tested Positive	% Positive Results
New York City	Bronx	7,314	48	0.7%

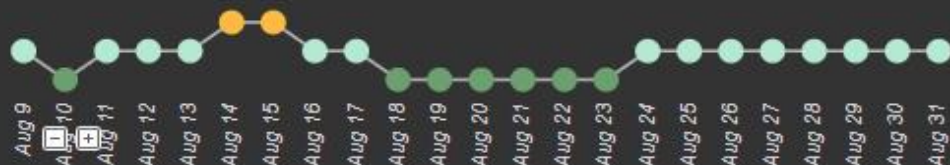
SELECT YOUR CAMPUS:

Maritime



NEW YORK CITY REGION'S CURRENT ESTIMATED RISK LEVEL IS LOW

COUNTY'S CURRENT ESTIMATED RISK LEVEL IS
LOW
BRONX COUNTY



1.03

New York City
Region's R-value
(High Confidence)

R-Value

1.00

0.50

0.00

1.03

1.05

Bronx County's
R-value
(High Confidence)

R-Value

1.00

0.50

0.00

1.05

Aug 9 Aug 10 Aug 11 Aug 12 Aug 13 Aug 14 Aug 15 Aug 16 Aug 17 Aug 18 Aug 19 Aug 20 Aug 21 Aug 22 Aug 23 Aug 24 Aug 25 Aug 26 Aug 27 Aug 28 Aug 29 Aug 30 Aug 31

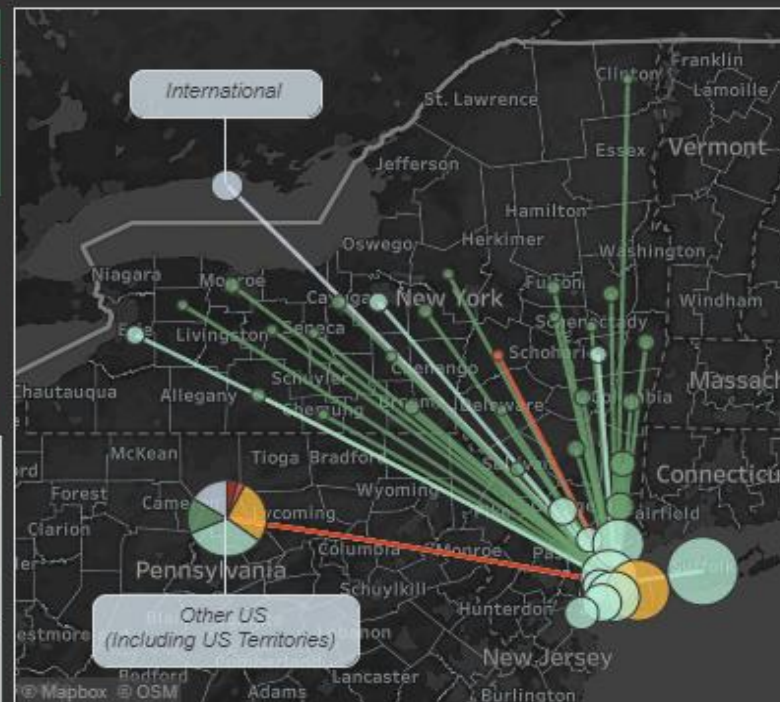
234,542

Cumulative Cases in
New York City



51,663

Cumulative Cases in
Bronx County

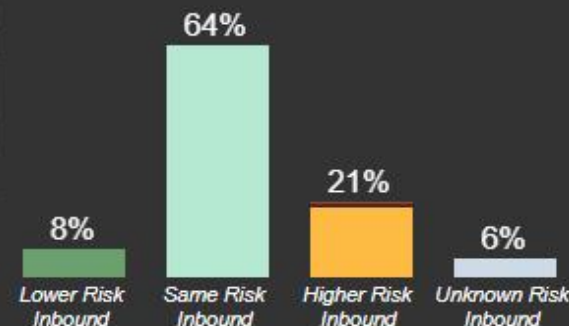


Very High
High

Moderate
Low

Very Low
Unknown

RISK COMPARISON



Location	Avg 7 Day Infected (per 100K)	R Value	Risk Comparison	
SUFFOLK, NY	3.1	1.2	Same Risk	345 [18%]
NASSAU, NY	4.3	1.2	Higher Risk	262 [13%]
BRONX, NY	4.2	1.1	Same Risk	203 [10%]
QUEENS, NY	3.0	0.9	Same Risk	162 [8%]
WESTCHESTER, NY	4.1	1.1	Same Risk	153 [8%]
KINGS, NY	3.4	1.1	Same Risk	74 [4%]
NEW YORK, NY	2.9	1.0	Lower Risk	50 [3%]
RICHMOND, NY	3.6	1.1	Same Risk	49 [3%]
FAIRFIELD, CT	4.8	1.0	Same Risk	33 [2%]

SELECT YOUR CAMPUS: Maritime

August 1

SHOW
FILTERS

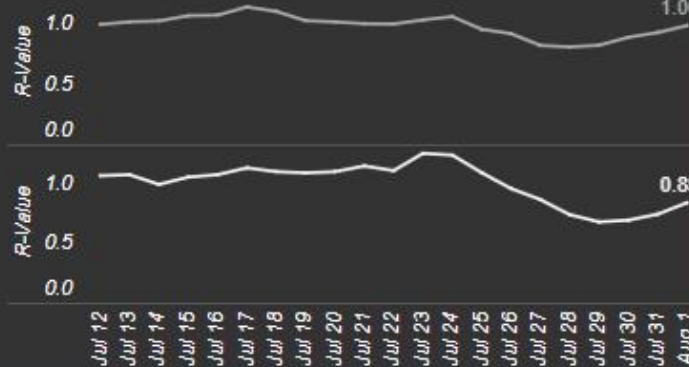
NEW YORK CITY REGION'S CURRENT ESTIMATED RISK LEVEL IS HIGH

COUNTY'S CURRENT ESTIMATED RISK LEVEL IS
MODERATE
BRONX COUNTY



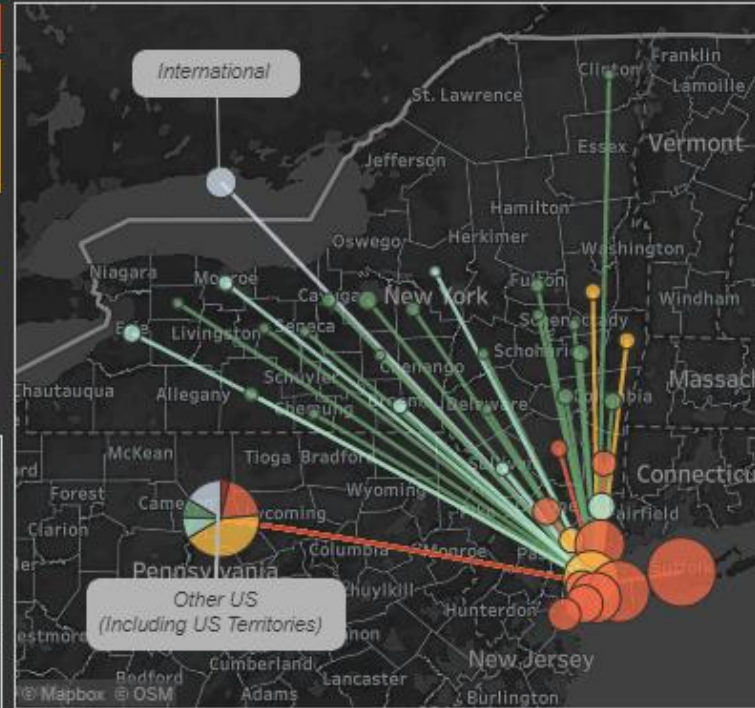
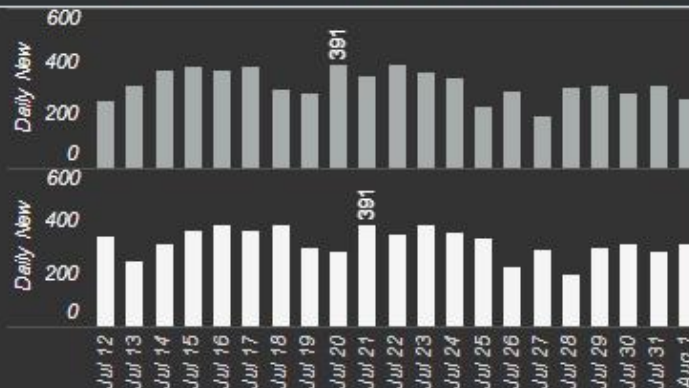
1.00
New York City
Region's R-value
(High Confidence)

0.85
Bronx County's
R-value
(High Confidence)



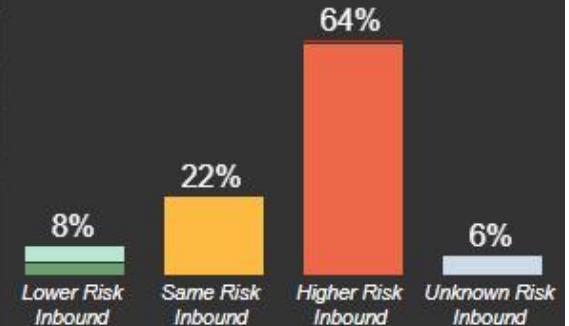
225,723
Cumulative Cases in
New York City

225,460
Cumulative Cases in
New York City County



Very High **High** **Moderate** **Low** **Very Low** **Unknown**

RISK COMPARISON



Location	% Population Infected	R Value	Risk Comparison	
SUFFOLK, NY	2.91%	1.0	Higher Risk	345 [18%]
NASSAU, NY	3.19%	1.1	Higher Risk	262 [13%]
BRONX, NY	2.67%	0.9	Same Risk	203 [10%]
QUEENS, NY	2.67%	0.9	Higher Risk	162 [8%]
WESTCHESTER, NY	3.72%	0.9	Higher Risk	153 [8%]
KINGS, NY	2.67%	1.2	Higher Risk	74 [4%]
NEW YORK, NY	2.67%	1.0	Higher Risk	50 [3%]
RICHMOND, NY	2.67%	0.9	Higher Risk	49 [3%]
FAIRFIELD, CT	1.88%	1.1	Same Risk	33 [2%]
BERGEN, NJ	2.21%	1.1	Higher Risk	31 [2%]

Containment: Quarantine and Contact Tracing

- Should a student test positive or be symptomatic for COVID, they will be immediately isolated. Two options:
 - Return Home, or
 - Isolated in one of our designated quarantine rooms.
- Five certified Maritime College contact tracers.
 - Contact tracers will work with the Department of Health to determine others who may be at risk due to their proximity and must also be tested or quarantined.
 - Faculty should maintain classroom seating charts to facilitate contact tracing.
- Facilities department will disinfect impacted areas in accordance with CDC guidelines.

Transparency

- Weekly updates of internal and external metrics
- Internal and external metrics will be posted on our COVID-19 Update/Re-start webpage
- Regular communications with campus community
- SUNY Implementing daily report from all campuses
- Please monitor, emails, website, and social media for updates and announcement
- COVID Safety related concerns and suggestions can be addressed to covidsafety@sunymaritime.edu or 718-409-5985 (Conference Services)

COVID-19 Expectations

100% compliance with Face Covering Policy

- Must properly wear a proper face cover whenever on campus and outside of office
- Set the standard and example:
 - If students see faculty and staff not wearing face covering, then they will not comply with policy either
- Takes community effort to enforce policy
 - Often just a friendly reminder
- Must be community-wide effort. We must all play a role.

Building a Safe and Inclusive Campus

- Goal
- Observations
- Position
- Framework for moving forward
- Next Steps
- Expectations



Goal: A Safe and Inclusive Campus

As a public university and institution of higher education, we must make every effort to become a safe and inclusive campus community that is anchored in respect, civility, and compassion and free from bias, discrimination, and harassment.



Alumni and Student Feedback

- Students feel unwelcome
- Students feel they have no voice
- Students feel unsafe
- Students feel the College won't take action
- Bias and hate speech at Maritime College is a real problem

Position

- While freedom of speech is protected, it is not without consequences to individuals and institutions. Hateful and offensive speech does not align with our core values and is destructive to the very foundation of our inclusive community.
- I categorically condemn all forms of bias and discrimination, including sexism, racism, homophobia, transphobia, intolerance of religious freedom and other forms of xenophobia.
- As President I reject hate speech and will use my position to counter hate speech

Framework for Moving Forward: LEADing Change Initiative

- Purpose: Provide a framework that will LEAD to systemic changes needed to Maritime College a safe and inclusive campus where each person is respected and valued.
- Key elements: Listen, Educate, Act, Discuss
- Will advance strategic initiatives associated with our Strategic Plan
Objective: Cultivate a Visible Culture of Respect, Civility and Inclusion Among Students, Faculty, and Staff. Actions:
 - Instill diversity and inclusion into our curricular and co-curricular activities.
 - Examine all facets of the College—policies, communications, activities—to ensure that they convey the value we place on diversity and inclusion.

Listen

- First, we must listen to each other with open mind and an attitude of mutual respect. We must learn to listen with an intent of understanding not only the words, but what is behind the words.
- Goal: To hear the voices of those who have been silenced including our students of color, LGBTQ+, immigrants, first generation students, etc. We must take the time to understand these various experiences and perspectives.

Educate

- Must educate and train our students for the global, multi-cultural, multi-ethnic, multi-gender work force and society they are about to enter.
- Infuse topics on race, diversity, structural inequity, and multi-cultural awareness across the curriculum.
- Further discussion and education about freedom of speech and hate speech
- Implementation of a restorative justice program
- Expand Anti-Bias education and training to better understand our differences, and challenge stereotypes and other forms of discrimination.

Act

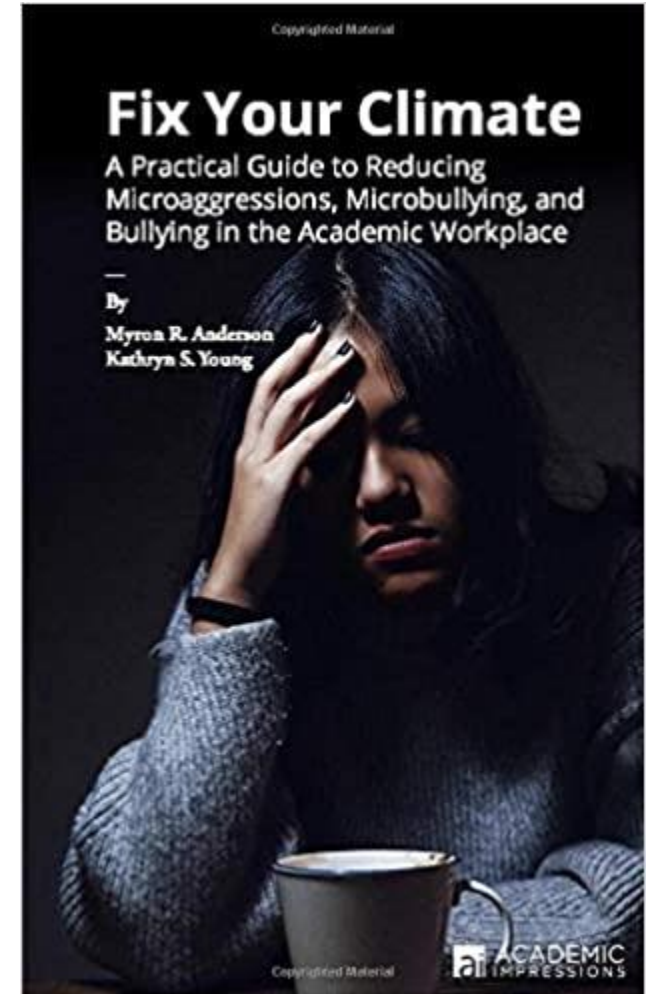
- We must treat each other as members of a common community including those who come from races, ethnicities, socio-economic backgrounds, gender identity or expression, sexual orientation and other protected categories and religious beliefs
- Establish a Campus Climate Task Force that will identify actions that must be taken to improve the climate and culture at Maritime College.
 - Task Force will include faculty, staff, and student representation from across the College
 - Will seek input from alumni and industry
- We must be deliberate in our actions regarding diversity and inclusion
 - Campus administrators, faculty, and staff must all demonstrate they are advancing equity and diversity, eliminating bias, and ensuring an inclusive campus climate.
 - We must provide support to those who were subjected to harassment, bullying, and bias.

Discuss

- There should be multiple venues for the College community to discuss the issues of diversity, race, and social-economic equality.
- People should be able to express their opinions in a respectful and civil manner, and others should similarly respect the opinions they express.
- We need to continually discuss the status of systemic change at Maritime College. Are we making progress in creating an inclusive climate and culture? Where are we falling short? What additional actions need to be taken?

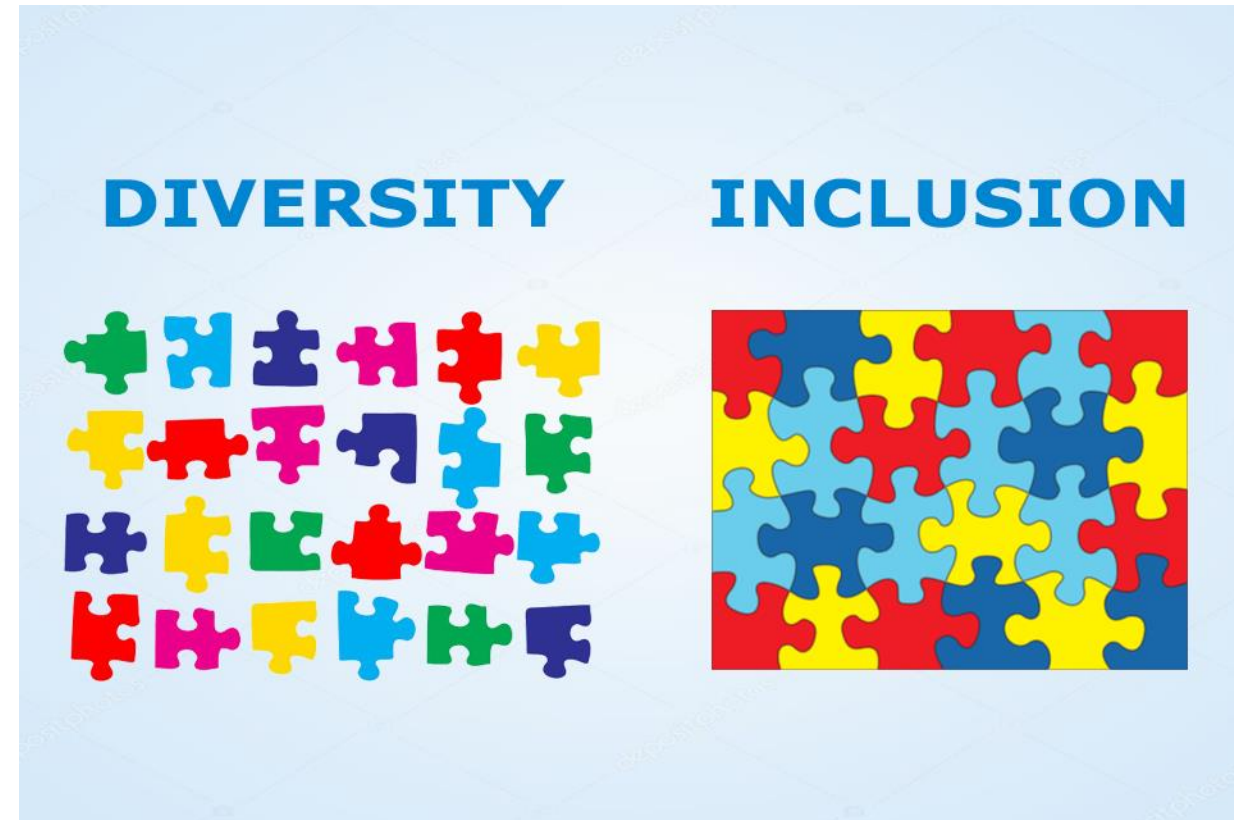
Next Steps

- Listening Forums
- Educate - Fix Your Climate
- Act – Bias Reporting and Response
- Discuss Results of Listening Forums, Formulate Charge for Campus Climate Task Force



Expectations

- We all need to demonstrate empathy when listening to our students
- Academic leaders must set a high standard when it comes to climate within their programs and classrooms
- Faculty must maintain an inclusive classroom climate
- Faculty and staff should encourage reporting



Summary

- Comes down to personal choices
- We can choose to:
 - Protect ourselves and others by adhering to health and safety protocols
 - Treat others with respect, civility, dignity, and compassion
 - Hold those who do not abide by our Core Values accountable
- Challenge as we begin new academic year
 - Make those choices that will make Maritime a SAFE and INCLUSIVE campus

