



NADOHE 2020

COVID-19 Roundtable



This roundtable discussion focused on

- the decisions higher education institutions are making
- how those decisions potentially affect the constituencies we work with most closely
- the role of the CDO and DE&I leaders in these processes



Institution Types Represented in the Session

- Public
- Private
- Community College
- Small Liberal Arts
- Professional/Graduate
- PWI
- HBCU
- Residential
- Non-residential
- Traditional undergraduate student serving
- Nontraditional student serving



Leading Overall Concerns Expressed

- Rising xenophobia and microaggressions towards campus Asian populations
- Isolation of staff who perceive their health status as being valued less than faculty and traditional undergraduate students
- Students returning home to a lack of resources typically available on residential campuses: e.g., laptop, broadband wireless internet, secure healthy food options, secure housing.
- Students returning home with rising concerns of infecting their extended family living in the same household
- Are we making decisions for students and staff without listening to what they want or need? How do we identify vehicle(s) to collect those thoughts?



Decision Making Structure Questions

- What are your institution's current decision trees and structures?
- Is there a role for CDOs, administrators, and staff who work directly with our constitutes populations?



Decision Making Structure Responses

- Are students at the table? Is the representation of student concerns diverse and equitable?
- Are staff at the table? Is their representation diverse, equitable, and sufficiently attentive to their health concerns?



Implications for Students Topics

- Lower socioeconomic status
 - campus jobs
 - access to remote instruction technologies
 - completing/accessing internship, clinical, and practicum requirements
 - tuition refunds
- LGBTQ+
 - housing/home/community
- International
 - US government travel bans
 - Level 3 countries
- Food & Housing Insecure



Implications for Students Responses & Concerns

- Familial cultures: what is home like? Is it rural or urban? Is the household intergenerational? Is there access to broadband technology? Is there space to attend and study for online instruction?
- Are we considering student worker income implications?
- How are we thinking about equity relative to tuition, residential and dining refund possibilities?
- How do we replicate URM community (academic and social) while engaged in remote learning?



Implications for Employees Topics (staff and faculty)

- COVID-19 high-risk populations
- Hourly/non-unionized staff
- Housing/Residential Life staff
- Fluency in remote instruction technologies



Implications for Employees Responses (staff and faculty)

- How are we protecting and attending to high-risk populations? (diabetes, cardiovascular, immuno-compromised, 60+)
- What are the ethics of allowing students and faculty to work/learn remotely while requiring staff to be onsite?
- If student refunds cause job reduction, for whom do we speak and how?
- What happens to working parents as K-12 systems shut down?



Next Steps: Community of Practice

Establish NADOHE Covid-19 Response Community of Practice to:

- serve as a consultation resource for CDOs and DE&I leaders
- guide analysis in areas impacting vulnerable students and employees across varying college and university types
- assist with gathering and sharing promising practices for college/university strategy



Special thanks

Diane Ariza
Nazareth College

Ame Lambert
Roger Williams University

Debra S. Nolan
NADOHE

Clyde W. Pickett
Minnesota State Colleges & Universities

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Michigan State University

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Saint Louis University

