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Provide COVID-19 Vaccination Proof or Exemption

DATE: Tuesday, Aug. 10, 2021
TO: All Faculty, All Staff
FROM: Dan Bauer, Director, Human Resources/Title IX Coordinator
RE: COVID-19 Updates on Campus

Dear faculty and staff,

July 8, we announced a COVID-19 vaccine requirement for all faculty, staff and students to protect and support the health and safety of the UHSP community. Thank you to the 77% of our employees, 78% of Pharm.D. students and large number of undergraduates who have uploaded their vaccine information or submitted and been approved for a religious or medical exemption.

Faculty and staff were asked to submit vaccination records or request a medical or religious exemption through [Paycom](#) by August 16. Students were asked to submit vaccination records or request a medical or religious exemption through [Complio](#) by August 20. Our goal is to have all faculty, staff or students with an approved exemption or vaccine record on file by September 15.

Over the next week, we will be reaching out to employees and students who do not have a vaccine record or exemption application on file. We will work with you to help you complete this process and talk through challenges around meeting this deadline. We will also be working with members of the community on additional outreach, communication, and vaccine clinics to aid in this process. **Ultimately, faculty, staff or students who do not have an approved vaccination on file, or an approved medical or religious exemption, will be subject to limitations including access to University facilities and withdrawal from classes or separation from employment.**

We are requiring COVID vaccinations or exemptions to protect the health and safety of our UHSP community. Also, we are a member of the medical campus that includes [BJC](#) and [Wash U](#) who also require their employees and students to be fully vaccinated. Together, we have a responsibility to foster a healthier society and improve the health of the patients we serve as pharmacist, scientists, and members of a health sciences focused University. A fully vaccinated community also helps protect those who are unable to get the vaccine or are vulnerable because of poor immune response to vaccines due to underlying medical conditions.

On-campus learning, research, and activities are a key part of us creating an environment where UHSP is the institution of choice for students, faculty and staff across a range of health care practices and fields. A campus where all students, faculty, and staff are fully vaccinated, or have approved medical or religious exemptions, prior to the start of the semester will allow us to return to

Discovery begins here.

full capacity in-person learning, athletics, activities, and events with minor or limited restrictions. All members of the campus community, including those with qualifying exemptions, will be expected to follow health and safety requirements as part of our mitigation plan. We thank you for your support in this effort and want to work with you to ensure 100% of our campus community is vaccinated or has an approved exemption on file.

Thanks,

DANIEL C. BAUER, PHR, SHRM-CP
Director, Human Resources/Title IX Coordinator