



UNIVERSITY OF  
**HEALTH SCIENCES  
& PHARMACY**  
in St. Louis

OFFICE OF THE PRESIDENT

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### **Statement to the University of Health Sciences and Pharmacy in St. Louis Community**

DATE: Friday, May 21, 2021

TO: All Faculty, All Staff

FROM: Daniel C. Bauer, PHR, SHRM-CP, Director, Human Resources/Title IX Coordinator

RE: COVID-19 Updates on Campus

Faculty and staff,

Thank you for your tireless efforts this academic year to maintain the health and safety of our community and deliver a world-class education to our students as we navigated challenges presented by the COVID-19 pandemic.

It has been just over a year since our campus first felt the direct impact of COVID-19, and we've managed it exceptionally well. Thank you to our faculty for working to overcome the challenge of quickly pivoting to remote learning and thank you to our staff for being so flexible in ensuring that the needs of our students were met. A special thanks to our operations teams and units for ensuring we had the tools to operate remotely and leading our mitigation plans, testing and hygiene efforts to help keep our students and everyone working on campus safe this year.

#### **I am pleased to announce some updates to our response to the COVID-19 pandemic, effective Monday, May 24.**

On May 13, the Centers for Disease Control and Prevention (CDC) updated its guidance for individuals who have been fully vaccinated against COVID-19. Shortly thereafter, the [City of St. Louis](#) and St. Louis County Health Departments updated their health orders dropping many of the restrictions.

We've evaluated this new guidance and are making the following changes:

- The University will continue to require face coverings and social distancing for individuals who are not fully vaccinated against COVID-19. We trust that if you are not vaccinated you will continue to use the mitigation efforts that helped us keep COVID-19 transmission on campus to a minimum over the past year.

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**Discovery** begins here.



- For those members of the campus community who are **fully vaccinated**, you may choose to not wear a face covering. *Being fully vaccinated means two weeks have passed since your second shot of either the Pfizer or Moderna vaccine, or two weeks after your Johnson & Johnson vaccine.*
- Of course, even if you are fully vaccinated, we encourage you to continue to wear a mask based on your personal level of comfort.
- Presently, we will continue to trust each other regarding vaccination status and not require proof of vaccination to not wear a mask.
- We are moving into the “final phase” of our return to campus plan:
  - Use **CDC guidance** on safe activities based on your vaccination status.
  - Continue to practice proper handwashing.
  - Unvaccinated individuals must continue to wear a face covering and social distance.
  - Employees should remain vigilant in reporting illness and not reporting to work if they have **symptoms of COVID-19**. If you have symptoms of COVID-19, you should get **tested** and **stay home** and away from others. If you test positive or have a positive household member, please make a report on the [UHSP Wellness Check](#) and we will follow up with you.
  - The online Daily Health Screening and temperature scans upon entering buildings on campus will only be required if you are unvaccinated.
  - We will no longer restrict traffic patterns and decrease room capacity on campus.
  - Plexiglass screens will remain on campus for the time being.
  - University-sponsored domestic travel restrictions are mostly lifted, although approvals are still required. Business and personal international travel will be reviewed on a case-by-case basis.
  - Special University COVID-19 sick policy provisions (such as the allowance to run negative if positive with COVID-19) will no longer be universally applied. Specific alterations to our University sick policy for specific cases will be evaluated by HR.
  - Departments are no longer required to de-densify their workforces. Departments should evaluate current on-campus staffing needs with service and business needs during the summer.
  - We have a goal of returning to a vibrant in-person community in the fall, but we recognize that for many individuals remote work has positively impacted productivity and also has been positive personally. The University is working on its remote work policy for staff that will allow many employees



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to continue working remotely at least part of the time, based on an evaluation of job function and on-campus staffing needs. Faculty should continue to work with their chairs regarding times they need to be on-campus.

Our ability to implement these significant changes is largely due to our success in vaccinating a significant part of the population. **We strongly encourage all members of the campus community to get vaccinated.** At the present time, we are not requiring vaccinations, but are continuing to evaluate the situation. I am pleased to share that in our recent survey of faculty and staff, 91% of respondents indicated that they are fully vaccinated. There remain a number of locations to get vaccinated, including here at UHSP. Please check your email for details.

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