



## **Winter Semester 2021**

### **Student Life Operations and Implementation Recommendations**

For winter 2021, Student Life's co-curricular and essential services offerings align with and are informed by the viability of in-person classes and the same safety measures required for the delivery of in-person instruction. Given the fall 2020 experience with challenges around safety and student wellness, we should be realistic about the limitations associated with a residential experience during winter 2021. Weather preventing outdoor activities, increased virus spread and risk, intensified surveillance and disciplinary measures to prevent unsafe socializing will severely impact the capacity of staff to build community, connect students and deliver a residential experience that aligns with our institutional values. Inviting students to come to reside on campus for winter presents inherent risks as doing so could threaten their well-being and as they may be penalized for attempting to engage in social behavior that is normal and healthy for their developmental stage. The long-term consequences should be balanced with perceived short-term benefits of being on campus this winter. Likewise, the liability risk of minimized capacity for support under these conditions is concerning. These challenges, combined with the likelihood that most academic courses will likely continue to be remote, support an approach that limits access to services and housing on-campus to graduate students, with exceptions for expanding access to certain undergraduate cohorts based on need.

This report outlines recommendations for Winter 2021 in the following key areas:

- Housing (Density)
- Dining
- University Unions
- Recreational Sports
- Co-curricular Educational Programs and Support

#### **Housing (Density) and Dining**

This recommendation is based on public health advice to de-densify the residence halls for the Winter semester. It assumes all graduate/professional students will have sustained access to housing on campus. For undergraduate students, Student Life recommends offering a residential experience with approximately 31% occupancy (roughly 3,000 students or less, about half of the fall of 2020 occupancy), with de-densification of rooms (assigning one person per room) and potentially closing a few buildings. This prioritizes safety and option offers the opportunity to both potentially lower the resident to Resident Assistant (RA) ratio, and provide

more attention and support for residents. This option with less people in the halls (more manageable from COVID-19 perspective) will allow the conduct team to provide intensified management of COVID-19 violations, eliminates the need for looking for additional dining or studying space, and allows Housing and Dining to provide an improved experience for residents on campus. All residents' contracts will be reassigned, students will re-apply and be allocated to single units.

Students meeting the following criteria may be offered access to campus (see below *DRAFT Opt-In Form* for additional criteria details):

- Health/Wellness/Safety Concerns
- International Status
- Financial Need
- Specific Academic Need
- Michigan Housing ResStaff Student Employee
- Other Extraordinary, Extenuating Circumstances Not Captured Above

**Criteria for Access – Reasoning and Guidance:** In alignment with Michigan's commitment to diversity, equity and inclusion, the above criteria are based on prioritizing access with a primary focus on critical basic needs and then by centralizing the residential link as necessary to achieve the university's academic mission.

Students asserting needs-based exceptions will apply for the exception through an online format and the Michigan Housing team will evaluate and determine if the criteria have been met, in consultation with academic and financial aid partners as appropriate. As noted, the needs-based exception also includes those students with academic need.

**Context:** Housing and Dining Services have been operating continuously, though at a smaller scale, since March of 2020 when students were asked to leave the campus. Housing at the University of Michigan normally houses approximately 9,700 undergraduate students in the residence halls, and another 2,400 graduate students at Northwood apartments, Munger Hall, and Lawyers Club Hall, for a total of approximately 12,100 on-campus residents. This fall, there are approximately 6,400 undergraduate and 1,700 graduate students living on campus. There have been very low incidents of COVID-19 within the graduate student communities. However, it has been proffered by some (e.g., public health experts) that the higher density in the residence halls cannot maintain control over the spread of COVID-19 over time.

**Recommendation:** It is assumed that all graduate student residents will continue to stay on campus at Northwood apartments, and in Munger. In addition, all students at the Lawyer's Club will be allowed to live there as they have their own single units.

Based on the lessons learned from the history of COVID in both residence halls and dining halls, Student Life recommends a more conservative operational approach that would include:

- No more than one undergraduate student per room or suite (eliminate having roommates);
- Mandatory weekly testing of all undergraduate residents;
- Decrease the occupancy in the residence halls' inventory;
- Implement strict policy enforcement;
- Lounge spaces in Housing will be accessible by reservation only;
- Dine-in option in the dining halls will not be available;
- Focus on virtual programming with limited offerings of strategic in-person programming and activities deemed safe conforming to the social distancing standard outlined by EHS; and
- Maintain (or grow) Quarantine and Isolation Housing capacity of 600 units.

### **Dining Recommendation:**

The M Dining program has been working well with a meal-to-go framework that provides variety, quality and volume to the student residents. Hence, it is recommended to continue with the Dining program in the winter semester in the same format as it was operated during the fall 2020 semester. A Dine-in option can be implemented within a two-week period at any time (and we expect to see a good amount of resistance by students if it is introduced). At this time it is recommended to not introduce a Dine-in program until fall of 2021 when we can also develop a system of identifiable pods for students to actually have an opportunity to sit down together and eat.

### **Housing and Dining Decision Background**

The facts and lessons learned informs the Student Life recommendation regarding the winter plan for Housing and Dining Services are provided as follows.

- Approximately 540 undergraduate residents stayed between late March to the end of the Winter semester, 2020. These students were dispersed in three residence halls, housed in single rooms, and they were allowed to use the South Quad dining hall. UHS indicated that there were no positive COVID tests reported among this population.
- All students moving into residence halls during the fall move-in week were asked to take a COVID test that was shipped to them before moving into the residence halls. The move-in process and the first 4 weeks of the semester were relatively calm in terms of COVID positive cases and only a few students in the halls were identified and sent to the Q/I Housing.
- There was a need for Quarantine/Isolation (Q/I) bed spaces on campus and at its peak close to 360 beds were used during the fall of 2020. The Q/I Housing process did not meet student expectations and increased support became a necessary priority.

- As the number of on-campus tests for the residents increased, more asymptomatic students with the COVID positive were identified. The clustering of cases seemed to be focused in a few of the Housing communities, and most were related to either off or on campus social gatherings.
- The majority of the tests in the halls that came back positive for COVID-19 were for undergraduates, not graduate students. A significant portion of the undergraduate residents that tested positive were roommates who likely shared a common exposure.
- The Washtenaw County Health Department issued a two week stay-in-place order on 20 October for all University of Michigan undergraduate students living on and off campus.
- Housing has processed over 1,600 COVID-19 related violations that have resulted in less than 10% recidivism, and 38 Housing contract terminations, with another dozen potential contract terminations in the pipeline.
- Many of the residential students are isolated and lonely, and about 20% of them are seeking activities that allow them to get a perceived normal campus experience in these unprecedented times, hence they seek ways to connect through sometimes risky social gatherings and so Student Life staff must offer improved, creative and safe options for engagement.
- A number of the residential students do not want to have the dine-in option or have the lounges open in the halls out of fear of getting COVID. Student residents have already identified places where they would eat their meal or study, and those with whom they wish to eat and study.
- The fear of getting COVID is of a higher importance in most student residents' minds than their ability to participate at in-person events or programs. These fears are shared with many of the student employees at both Housing and Dining operations.
- Despite the criticism by social media and certain populations of the community that do not want to see student presence on or around campus, many students have said that even if the residence halls are closed they plan to live in the area and will most likely move off-campus.
- An overwhelming number of frontline staff at facilities and dining areas are in support of keeping the halls and dining facilities open as long as we can continue to provide them a safe working environment. Aside from a sense of pride in their ability to keep the residents safe, many are also concerned about their jobs and their future livelihood.

The current fall 2020 room types and occupancy is displayed below.

<b>Undergraduate Room Type and Current Residents</b>		
<b>Undergraduate Housing</b>	<b># Rooms</b>	<b>Current residents</b>
Singles	1627	964
Doubles	3280	5169
Triples	58	120
Quads	59	177
<b>Total</b>	<b>5024</b>	<b>6430</b>

This recommendation de-densifies the residence halls to approximately 31% of the normal occupancy of 9,700 undergrads. The normal baseline occupancy of 9,700 was reduced in Fall, 2020 to 8,545 to adjust for quarantine beds and make changes in converting quads and triples to double occupancy. The following table demonstrates the eligibility and logistical issues for de-densification of halls at 31% capacity.

<b>Affected populations</b>	<b>Communications</b>	<b>Consolidation &amp; Assignments</b>	<b>Reimbursement</b>	<b>Belongings</b>
<ul style="list-style-type: none"> <li>Graduate students in Northwood, Munger and Lawyers Club may remain in their units</li> <li>Strongly encourage undergrads to remain at home</li> <li>Open application to certain populations of residents based on a priority system</li> </ul>	<p>In November 2020, email previous contract holders that:</p> <ul style="list-style-type: none"> <li>Application for winter housing is live</li> <li>New assignments will be made (previous assignments will not be repeated)</li> <li>Provide priority to accommodate students previously accepted into learning programs in those communities</li> <li>Priority given to students with health accommodation needs; no need to</li> </ul>	<ul style="list-style-type: none"> <li>To create spaces for single occupancy rooms, allow current residents to cancel the Winter Term portion of the contract with no charge.</li> <li>All students placed in single occupancy rooms</li> <li>Shared bathrooms will be utilized by most students</li> <li>Approximately 3,000 undergraduates may be accommodated</li> </ul>	NA	<p>Coordinate with John's Pack'n'Ship to transfer belongings in storage or to new room assignment (will need to determine if this is a student responsibility and expense)</p>

	<p>submit additional medical documentation.</p> <ul style="list-style-type: none"> <li>• Roommate requests will not be able to be honored</li> <li>• Only singles will be assigned, current roommates will be assigned to adjacent units</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to provide ~520 units in Northwood I-III and Baits as designated isolation and quarantine housing, and increase the inventory to 600 by eliminating commingled units in Northwood III</li> </ul>		
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**DRAFT ONLINE FORM FOR CONSIDERATION FOR WINTER SEMESTER HOUSING**

**In accordance with public health advice and President Schlissel’s campus message, U-M is asking that undergraduate students plan to not return to campus for the Winter semester. All UM Housing contracts for Winter semester 2021 have been cancelled. Students wishing to apply for consideration for limited winter term housing must complete this form.**

Public Health experts are warning that the local COVID-19 infection rate is increasing and that the onset of colder weather introduces significant increased risk of virus spread. We remain concerned about the capacity of local and campus resources to provide appropriate support and response for a large population of undergraduate students in Housing should the infection rate continue to increase.

We also have data from the Fall semester experience that reveal the very real challenges with managing the risks to students related to unsafe social gatherings at the same time our students are struggling with isolation. We know we will experience severe limitations in offering robust opportunities for safe in-person engagement in the Winter. We also know the risks are most concentrated in our undergraduate population residing in group living environments.

Given the above, in the interest of public health, we must de-densify the presence of undergraduate students residing on campus for the Winter semester. In accordance with our values of Safety and Community, we need undergraduate students to not return to Ann Arbor for the Winter semester.

We recognize that there are some undergraduate students with challenging **personal and academic situations for whom U-M is their home**. Although our capacity is limited, we want to offer housing and support for these students. Room assignments will be single occupancy for Winter at the double occupancy rate. Undergraduate students seeking to remain on campus for Winter should fill out the form for consideration and priority based on the criteria noted below.

## Criteria for Consideration

(students check which apply and provide support in comment box, as appropriate)

### Health/Wellness/Safety Concerns

Examples of student situations in this category may include:

- Housing insecurity (*lack of security in an individual shelter that is the result of high housing costs relative to income, poor housing quality, unstable neighborhoods, overcrowding, and, but may not include, homelessness*)
- Safety concerns (physical and psychological well-being)
- Support and resources provided on campus are critical to ongoing and equitable access to learning and personal well-being (for example, students with disabilities)  
(for reference [U-M's commitment nondiscrimination policy](#))

Please explain (comment box)

### International status

Examples of student situations in this category include

- International student on a F or J visa,
- Unable to travel home due to:
  - Current COVID related travel restrictions
  - The lack of a valid U.S. visa in order to return to the U.S.
  - Decreased or cost-prohibitive flights to my homeland
  - Recent U-M graduates in their grace period or have applied for Optional Practical of Academic Training.
  - Do not plan to leave the U.S. during the Winter break.

Please explain (comment box)

### Financial Need

Examples of student situations in this category may include:

- Demonstrated financial need based on financial aid application and award
- Unanticipated financial need
- Financial needs that may limit access to resources needed for continuing studies

Please explain (comment box)

**Specific Academic Need**

Examples include:

- Lack of access to broadband internet needed for online learning
- Program of study that requires significant in-person presence to accomplish the learning objectives (ie. clinical rotations, field placement, performance studios)
- Final semester of study with in-person requirements to conduct research/field experiences (critical for on time graduation at the end of the Winter semester)
- Home environment not conducive to ability to study
- Specific in-person, academic requirements associated with living and learning communities

Please explain (comment box) (add school/college and program of study as drop-down boxes)

**Michigan Housing ResStaff Student Employee**

**Other Extraordinary, Extenuating Circumstances Not Captured Above**

Please explain (comment box)

- I affirm that the above responses are true and upon request I can provide documentation to support my application.

## Background for Housing Application Process (NOT TO BE INCLUDED IN THE FORM)

This proposed form assumes that in the scenario where the number of undergraduate students requesting to opt-in to reside on campus during Winter semester exceeds the number recommended by public health advice, a Student Life review team (in collaboration with academic partners) will begin reviewing the content submitted to ascertain level/severity of need (based on commentary and documentation provided upon request).

### *Michigan Housing Process Recommendation*

Announce that Winter term contracts will be cancelled for all undergraduate housing residents and that those wishing to be considered for continuing to live in the residence halls will need to complete the above form.

Timely notice of acceptance is critical. The review team (Michigan Housing, DOS Office with Academic partners) should commit to advising students of acceptance as soon as possible (and within one week of receipt of application if possible).

### **Proposed Prioritization:**

It is anticipated that more than 3,000 students may request consideration for housing. It is established that the international students living in University housing will have first priority access, along with the Michigan Housing ResStaff Student Employees. Next priority will be assigned to students asserting health, wellness and safety exceptions. Remaining space will be assigned based on financial and academic needs.

## University Unions and Recreational Sports Recommendations

### University Unions Recommendation:

University Unions has not been a site of COVID-19 spread. Considerations for which University Unions facilities to keep open on a further de-densified campus are:

- Number of students living on and off campus;
- Number of students living on North Campus; and
- Staffing plans/impact.

**Keep two facilities** open with reduced hours to provide continuing employment for staff and provide access to food, computing/printing, individual study space for students, and some necessary in-person services. We expect that some external food vendors will opt to close their operations for winter term and re-open when the campus population increases. Facilities will still be available with MCard access only.

### Recreational Sports Recommendation - Facilities:

**Context:** Recreational Sports facilities normally (pre-COVID) serve about 3,300 people per day with its three comprehensive facilities (CCRB, IMSB, and NCRB). Those facilities were required to close in March of 2020 due to the Governor's Executive Orders and remained closed until the EO was amended in September 2020. During the closure period, Recreational Sports staff made significant health and safety adjustments to the facilities and the student experience that included:

- De-densification of equipment;
- Restricting activities that cannot safely distance (basketball, volleyball, racquetball, etc.);
- Applying facility capacities 25% through a reservation system; and
- Additional cleaning protocols.

Since reopening in late September and prior to the County's Stay at Home orders, Recreational Sports was serving about 1,400 people per day, 93% of whom were students.

In addition to facility access, Recreational Sports also made significant adjustments to programming opportunities for the fall 2020 semester. Each Club Sports team developed a *Return to Practice Plan* with Recreational Sports staff to ensure that proper safety measures were in place if a team wanted to practice. Intramural Sports adjusted its offerings to include only in-person activities that are physically distanced and require masks, or activities that could be done virtually. Group exercise classes and personal training programs were all moved to virtual-delivery only. Adventure leadership programs were adjusted to be either physically distanced outdoors or virtual.

### **Facts/Lessons Learned:**

- Given the reduced numbers of students on campus, the facility entry statistics demonstrate that many students are comfortable with the safety measures put in place by Recreational Sports and that access to Recreational Sports facilities and programs is a significant part of their health and well-being;
- Students are reporting increased feelings of loneliness and are struggling with their mental health. Access to Recreational Sports facilities and programs become even more important to the students that are here;
- Physical activity is proven to have many positive impacts on health and well being and even improves brain function; and
- It is estimated that about 60% of all students who use Recreational Sports facilities and programs live off-campus. Therefore, regardless of the density of students in the residence halls, a large number of off-campus students will still need access to Recreational Sports facilities and programs during the winter semester.

**Recommendation:** Given the typical weather of a winter semester, many opportunities for health and well-being will be reduced and/or eliminated. Therefore, the access to indoor opportunities for improving students' health and well-being becomes even more important. Student Life is recommending that Recreational Sports facilities and programs continue to remain open in the winter 2020 term with their current protocols for health and safety.

- Individual facility hours and programs offered may vary slightly from fall 2020 based on campus population, weather, and other factors.
- The phased reopening plan will continue and services and opportunities will be evaluated based on the state of the pandemic, campus regulations, and local/state health orders:

Phase 1 (in place during fall semester): drop-in only, no group activities, reservations required, capacity limits of 100 entries per hour, limited hours, enhanced cleaning;

Phase 2 (implementation TBD): some group programs allowed, reservations and capacity limits may be implemented based on state/county orders, increased hours, enhanced cleaning (note: it has not been determined when a move to Phase 2 would be likely); and

Phase 3: all activities resume, no capacity limits or reservations requirements, enhanced cleaning (this phase is not likely to be implemented until fall 2021 or after).

### **Recreational Sports - Club Sports:**

#### **Context:**

- Club Sports activities have been limited to practice only. All travel and competitions have been restricted;
- Each Club Sports team submitted a *Return to Practice Plan* for their team

that was reviewed and approved by Recreational Sports staff prior to beginning practices;

- All team practices had to meet all of the regulations in place for each facility (Recreational Sports, Athletics, Other);
- Practices were required to ensure physical distancing and mask wearing; and
- Any Club Sports team with a member who tested positive for COVID was required to cancel all team activities for 14 days.

**Facts/Lessoned Learned:**

- To date, six Club Sports teams (of 29 total) had a member of their team test positive and implemented the 14-day suspension of team activities;
- Per EHS, no Club Sports team practice was known to be the source of any outbreak; and
- Club Sports are invested in their individual team success and have been compliant and have followed Return to Play regulations very well.

**Recommendation:** Club Sports activities will continue in the winter 2020 semester with the same level of regulations as the fall 2020 semester.

- The restriction on Club Sports team travel and competitions be suspended until at least fall 2021.
- Policies for COVID-positive cases continue as is for the winter semester.
- Continue to supervise Club Sports team practices with Recreational Sports student supervisors to monitor and enforce all related-policies and procedures.

## **Co-Curricular Educational Programs and Support Recommendations**

Student Life will sustain delivery of the full portfolio of co-curricular educational programs and support offerings provided during the Fall semester in a virtual format (and in person as appropriate to public health guidance).

A summary of these offerings is included in the Winter 2021 Coordinating Committee Report (and attached below for reference).

## ATTACHMENT: STUDENT AND COMMUNITY SUPPORT

### Health & Well-being

- Wolverine Wellness is providing intentional and strategic promotion of student well-being sites that students can access via Canvas Learning Portal. It gives students access to searchable resources and virtual well-being offerings.
- Individual and group Wellness Coaching sessions are providing students with much needed space to examine how personal well-being impacts their values, goals and motivations. Wellness Coaching groups offered this Fall include “Taking Care of Ourselves and Others: Well-being and Civic Engagement,” “First-Year Transition,” and “Undergraduate Transfer Student.”
- Drop-in Mindfulness Sessions are offered on Wednesdays, providing 15 minute guided meditation to help students feel a sense of stillness and ease, get grounded, build their resilience, and get ready for whatever comes their way.
- CAPS is now offering online scheduling, making it easier for students to access tele-counseling, crisis support, and virtual outreach. The CAPS website “Your Mental Health and COVID-19” provides resources and information as students navigate this difficult time in which so many individuals and communities are being impacted.
- CAPS services include: Counseling Services, Virtual Individual Counseling, Virtual Same Day Counseling/Crisis Appointments, Virtual Group Therapy Offerings (N-20), CAPS After Hours, SilverCloud, Stressbusters App and other online tools, Virtual Educational Workshops, Peer Support Groups via Wolverine Support Network, Consultation for faculty, parents and others; Faculty Toolkit available as iPhone App; 1st Year Undergraduate Toolkit.
- Recreational Sports is offering a variety of Fall engagement opportunities, including in-person programming such as small group training, club sports, intramural sports, and adventure leadership programs. Group-X classes and personal training sessions are available for via Zoom and featured classes include Zumba, PiYo, Tabata, Yoga and more. These classes are interspersed throughout the day to fit into participants’ schedules.
- Recreational Sports is also offering Virtual Teambuilding and Adventure-based small-scale in-person programs, Intramural Sports Leagues (small scale in-person and at-home competitions), Esports offerings to all undergraduate students.
- Students have been getting active outdoors through spikeball tournaments, hike and bike events for first-year and graduate students, and through the use of our many open outdoor fields which also house tracks, basketball courts, and tennis courts.
- Michigan Dining and Student Life Facilities supports students with learning opportunities around social and environmental sustainability and our food system. Currently providing paid internships, advising on over 30 student projects, UMSFP and Planet Blue Ambassadors
- Michigan Dining supports social justice and sustainability learning at the Maize & Blue Cupboard by currently supporting 22 student employees and over 1100 volunteer hours

## Student Advocacy, Support, & Intervention

- The Dean of Students Office is providing direct support to students, parents/families, and faculty/staff who have questions and concerns related to COVID-19 through helping to navigate such things as quarantine or isolation needs, academic support, financial concerns, campus climate concerns, and by providing referrals and resources.
- DOS provides regular check-ins (by phone and email) with students in Q&I Housing throughout duration of their stay including distribution of evaluation tool; response to concerns raised by students in Q&I Housing; emergency funding requests for items related to COVID, virtual learning (technology requests), and other emergency financial concerns; ongoing case management and support for student issues and concerns; response to student and parent/family concerns and assistance navigating resources and reporting test results.
- Services for Students with Disabilities is providing tele-conference meetings as well as virtual peer assisted study sessions, academic coaching, and advocacy meetings. Resources and Advice from Peers for Remote Learning is just one of the ways that SSD is helping students continue to share knowledge and connect with one another.
- SAPAC's Peer-led Support Groups provide confidential healing space for survivors of sexual assault, intimate partner violence, stalking, and/or sexual harassment. Facilitated by student staff, POC PLSG is a place for survivors at UM to find not only community but healing opportunities, including anxiety-reduction, self-care activities, and mindfulness.
- In support of the current and growing need for equitable access to healthy, nutritious and nourishing food to students, faculty and staff on campus the Maize and Blue Cupboard has expanded, opening a mobile food distribution center on North Campus.

## Community Development

- The Welcome to Michigan program, a cross campus collaboration of events and activities, was introduced to students this year through a Canvas course which connected them with many opportunities to explore involvement, learn about our campus traditions and resources, and engage with one another. Examples of activities include Go Blue Virtual 5k, virtual organization festivals, and opportunities for students to learn about student organizations.
- The new Community Matters Cohort Program provides incoming students with the opportunity to meet people and make friends. Program participants are matched with a pair of upperclassmen facilitators and a small group of other incoming students who are interested in finding community. Students connect through cohort social events and conversations about cultivating support networks during our time at U-M.
- Students continue to gather around shared identity through ongoing support and community building spaces including Spectrum Center's CenterSpace Drop-in Groups, MESA's Social Connectivity and Community programming, and the International Center's International Coffee Hours and Friday Forums.
- Through their Fall 2020 Planning Guide for Student Organizations, the Center for Campus Involvement is supporting student leaders navigating new and challenging restrictions through offering resources on virtual meeting best practices, engaging members and the campus community, event and program planning, and leadership transitions and elections.

- Students have been engaging in fun campus traditions through social events such as those leading up to the first football game including Game Day Spirit Photo Contest, Fight Song Sing-along Video Contest, Game Day Bingo, and Game Day Student Package Pickup including snacks and Michigan spirit items.

### Educational Offerings

- Social justice education and intercultural development offerings have expanded, offering synchronous and asynchronous learning opportunities for students, staff, and faculty. These include signature programs such as IGR's Common Ground Workshops and Spectrum Center Allyhood Development Training and new opportunities such as MESA's Anti-Racism Peer Led Teach-ins and the launch of a new online Interfaith learning series.
- The Ginsberg Center's stewardship of campus-wide education around the 2020 election has included such things as working with partners to deliver on the Democracy and Debate theme semester, providing up-to-date voter information, encouraging spaces for community conversations, providing resources for classroom conversations, and connecting our entire community with opportunities for civic engagement.
- The University Career Center has focused support on the virtual job search, providing students with opportunities to learn about virtual job and internship fairs, skills for virtual job interviews, virtual networking, and recommendations for job searching during COVID-19.