

University of Kentucky Resumption of Research Phased Plan

This document describes a phased plan of resuming research activity at the University of Kentucky (UK). These plans place public health and safety as top priorities during any phase of resumed research. The phased approach to resuming research activity will concur with all UK guidelines during the COVID-19 pandemic and will include new safety measures. There will be supplemental information related to specific areas of human research made available through online training and website materials; please see <https://www.research.uky.edu/resources/covid-19-guidance-researchers>. Information on this website will be updated on a regular basis.

The following are guiding principles to resuming research activity that will be followed during each Phase:

- Social distancing (physical distance), defined as 6 feet of separation between individuals in a workspace, will be employed whenever possible when performing all research activities and during each Phase. When 6 ft distance is not possible for some research activities, these activities must be undertaken for as short of a period of time as possible. Social distancing takes priority over the percent of normal research activity within any one phase.
- Appropriate Personal Protective Equipment (PPE), cleaning and disinfection procedures, consistent with UK guidelines, must be available and employed within each Phase.
- Performing remote research activities, whenever possible, will remain as the first-choice option for all research personnel throughout these Phases until further notified by the Office of the Vice President for Research (OVPR).

A. Definition and Justification for Phased Approach: We will use a phased approach to resume research activity, as premature repopulation of buildings to an unsafe level could cause a rebound in infection rates. We have chosen four phases, with varying percentages of research activity within each phase. This gradual resumption will decrease the likelihood of possible surges of infection and increase the time needed to obtain materials to resume normal levels of research.

Phases of resumed research activity are defined in terms of percent activity and are as follows:

- Phase 1 represents access restricted to only the maintenance of **essential and critical** research capability (15-20% of normal access; <https://www.research.uky.edu/resources/uk-resumption-research-plan>). Social distancing guidelines, defined above, take priority over percent workspace occupation during this and subsequent phases.
- Phase 2 represents 20-50% of prior research activity, with new safety measures in place.
- Phase 3 represents 50-70% of prior research activity.
- Phase 4 represents a return to research activities (at 70-100% of prior activity).

The following table further defines each Phase, with information to guide investigators through each Phase. In addition, after the Table, we provide additional pivotal information to guide investigators in making decisions/plans within each Phase and information on processes for resuming research activities. Percent research activity within each Phase is intended as a guide to gradually ramp

up research and to assist investigators to develop their individualized plans. Local conditions and state government recommendations will affect transitions from one Phase to another. The VPR, working with senior university leadership, will provide directives and effective dates for phase transitions, which will be communicated to faculty, staff and students.

PHASE	EXTERNAL CONDITIONS	PERCENT RESEARCH ACTIVITY	SUGGESTIONS AT EACH PHASE
1	<ul style="list-style-type: none"> • Situation unknown and changing • COVID-19 hospitalizations on the rise • Testing limited • PPE shortages 	15-20%	<ul style="list-style-type: none"> • Only essential research activities allowed on campus (for definition of essential research see https://www.research.uky.edu/resources/covid-19-guidance-researchers). • Limited human subjects (https://www.research.uky.edu/office-research-integrity/covid-19-alerts) and animal research (https://www.research.uky.edu/office-attending-veterinarian) defined as essential on campus allowable activities. • On-site staffing is minimal. • Waivers required to perform either COVID-19 research or for essential on campus activities.
2	<ul style="list-style-type: none"> • Local and national restrictions becoming more relaxed • Plateau for COVID-19 hospitalizations locally • Testing and PPE shortages determine the specific range of ramped- up activity levels within this phase 	20-50%	<ul style="list-style-type: none"> • Time-sensitive or critical research activities, graduate students close to degree completion prioritized as time-sensitive. • Activities needed to ramp up research (i.e., breeding non-commercial animals, restoring previously frozen cell lines, preparing research materials on site). • Seasonal data collection (field research) or research subject to external schedules. • Core facilities activity increases according to demand. • Personnel onsite only when necessary. • New safety measure regarding PPE, social distancing, screening and testing will be in place. • Principal Investigators (PIs) develop individualized plans for research workspace operations and activity using standardized template

			(https://www.research.uky.edu/uploads/pi-template). Plans are approved by Chairs and/or unit Directors, with final authority by Deans.
3	<ul style="list-style-type: none"> • Supply of PPE. • Number of critical care beds in UK HealthCare to serve both campus and community. • Positivity rates in local populations indicate low widespread community transmission. • Capacity for daily screening and ongoing contact tracing. • The capacity for isolation and quarantining. • The ability to provide residential experience on our campus. • Guidance from local, state and federal health and public policy officials. • Robust testing capacity. 	50-70%	<ul style="list-style-type: none"> • The approach to Human Participant Research is outlined in the table on page 8, and also posted at the website for the Office of Research Integrity (ORI) (https://www.research.uky.edu/sites/default/files/uploads/2021-04/HS Resumption of Research Table Phase 4.pdf). • Special consideration to graduate students and undergraduates is detailed in Section D under Special Guidance. • Special consideration to early career faculty needs to resume research. • Core facilities open according to customer demand. • Attention to deadline-driven research needs. • Safety measures regarding PPE, social distancing, screening, and testing are in place.
4	<ul style="list-style-type: none"> • Supply of PPE. • Number of critical care beds in UK HealthCare to serve both campus and community. • Low infection positivity rates in local populations over a sustained period of time. • Access to the COVID-19 vaccines for UK employees. 	70-100%	<ul style="list-style-type: none"> • Maintain social distancing, PPE and cleaning/disinfection procedures. • On campus research activities at prior levels, while following CDC and OSHA guidelines for appropriate work conditions (e.g., social distancing, shifts, hours/week, etc.). • Core facilities operational according to demand. • Building density monitored by Chairs, Center Directors and Associate Deans for Research. • For specifics on animal or human research refer to the appropriate regulatory office.

	<ul style="list-style-type: none"> • Capacity for daily screening and ongoing contact tracing. • Guidance from local, state and federal health and public policy officials. • Robust testing capacity. 		
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B. The following are guidelines towards resuming research within the above described Phases.

General Guidance to Minimize COVID-19 Transmission Key Points (all Phases):

1. All UK faculty, staff and students must participate in the UK Health Corps daily screening and have negative signs and symptoms before participating in research at on-campus or off-campus work sites.
2. If you have signs or symptoms of COVID-19, follow the instructions in the daily screening app. As a PI, you will be contacted by UK Health Corps only if there has been a potential exposure. For further information contact UK Health Corp (<https://www.uky.edu/coronavirus/about/health-corps>).
3. UK Faculty and Staff provided access to COVID-19 vaccines when available.
4. Safe distancing of at least 6 ft between persons in the same workspace (and other shared areas, including restrooms and elevators) is important in reducing risks of transmission and exposure to COVID-19.
5. It is the responsibility of each PI to implement COVID-19 transmission risk reduction strategies that best fit their specific research workspace in order to minimize the probability of COVID-19 transmission. It is recognized that variabilities in workspace size, function, and focus may require adapting variances from baseline recommendations.
6. Continuity of research operations requires that all research personnel assure their own safety and that of their coworkers by taking appropriate steps to minimize transmission of COVID-19 (person-to-person, person-to-surface, and surface-to-person) when working.

7. Plans should accommodate the requirement for swift ramp down of research to an earlier Phase in response to changing circumstances as communicated by the Office of the Vice President for Research.
8. Refer to <https://www.uky.edu/coronavirus/> for the most up-to-date institutional information.

Specific Guidance: This section provides specific guidance regarding (A) health and safety measures; (B) human participant research; (C) basic laboratory research; (D) trainee participation; (E) instructions for completing and obtaining approval for individual PI plans.

A. Health and Safety Measures.

- **Maximize Spatial Distancing in Research Workspace.** Continue minimum 6 ft separation between researchers for all Phases unless otherwise notified (i.e., changes in CDC guidelines). Follow guidelines by the University and state regarding maximum occupancy in any room. Options on how to achieve this are as follows:
 - a. **Establish 6 ft distancing zones in research workspace.**
 - i. **Create alternating workspaces:** Where laboratory benches within a bay have researchers in close proximity with chair backs facing each other, close down alternate workspace on each bench to create a staggered workspace across the laboratory. Avoid placing personnel directly across benches from one another.
 - ii. **Maintain 6 ft distancing** in multi-occupant offices and cubicles by staggering occupancy.
 - iii. **Place markers (colored tape) on the floor and benches** to identify 6 ft separation; particularly in common areas where multiple individuals may need to access shared equipment.
 - b. **For research workspace with more than one entrance:** Consider designating one entrance for ingress and one entrance for egress and establish traffic flow patterns to minimize close proximity to others during entry and exit.
- **Minimize Time Together In Research Work Spaces:** Remote operations should remain the first choice option whenever possible.
 - a. Implement start time staggering for different teams to start and end work to minimize contact time and avoid peak hours of arrival/departure.
 - b. Consider air flow in research spaces to minimize exposure (e.g., air exchanges per hour).
 - c. Plan your breaks to minimize eating and drinking during work hours.
 - d. Implement split team arrangements for research workspace usage, e.g. Team A and Team B to work on alternate days or half day shifts in on campus space, working alternate days/times remotely.
 - e. As much as possible, restrict face-to-face interactions to less than 15 minutes while employing appropriate PPE throughout.

- f. Institute check-ins if working alone to prevent a lack of response under emergency situations.
- **Exposure Reduction in Research Workspace:** Diligently take appropriate steps to minimize transmission of COVID-19 (person-to-person, person-to-surface, and surface-to-person) when working (see below). Plans for cleaning and disinfection will be included in the template.
 - a. **Masks:** Wear an appropriate mask to minimize risk of potential COVID-19 droplet spread at all times with the exception of being in a sole occupancy office or workspace.
 - b. **Employees can bring their own cloth face mask or covering, and/or masks will be provided by their supervisor or business officer.**
 - c. **Wash Hands Regularly:**
 - i. **Wash hands with soap and water** before and after research work and between procedures after potentially contaminated gloves are removed.
 - ii. **If soap and water is not readily available:** Use hand sanitizer placed at strategic locations if available. If alcohol-based gel hand sanitizer is not available, 70% ethanol (commonly used in laboratories) may be used with care.
 - iii. **Take care to avoid breaking down skin/irritation:** Good hand hygiene requires a careful approach during these challenging times. Using good sense to balance hand hygiene techniques can help to reduce skin irritation and excessive dryness.
 1. Avoid overuse of hand sanitizers when soap and water is available.
 2. Use barrier protection such as disposable gloves and/or paper towels (if available in ample supply) to handle common touch points that may be sources of contamination to avoid the need to wash hands, particularly when soap and water is not available.
 3. Use of an effective skin conditioner when away from the workspace may offer some protection against dry skin and irritation.
 - d. **Surface Disinfection:** Ensure regular disinfection of all touch points, such as door handles, faucet handles at workspace sinks, light switches, workstations, keyboards and other common equipment. Surface disinfection will occur before and after use to assure disinfection is complete.
 - e. **Assigned Workspaces:** Assign work areas such as a desk or bench to specific individual staff or trainee. Each researcher must use only their assigned work area during alternating occupation of the workspace.
 - f. **Assigned Work Tasks:** During alternating occupation of the workspace, change work processes, assigning specific

tasks to the same person to restrict people movement across laboratories and to minimize the number of users (and contamination spread potential) of specific equipment, such as confocal microscopy, cell culture, etc.

g. Controlled Access to Common/Core Rooms and Equipment:

- i. **Determine the maximum occupancy** allowed at a particular time allowing for social distancing (6 ft distancing).
- ii. **Implement a booking system** with specific blocked periods for use and ensure sufficient time for surface cleaning and disinfection between occupants using the workspace before the next person can use the equipment to prevent physical encounter of the two persons. This also applies for activities or equipment that are unable to be physically separated for operational reasons.

h. Restrict visitors to essential service providers or short-term visits where the guiding principles can be followed.

1. Exposure Reduction Outside of Research Workspace: Be self-aware and take appropriate steps to minimize exposures to COVID-19.

- a. Follow University Facility guidelines for use of elevators, rest rooms, hallways, common spaces, classrooms, stairways, eating and break areas, etc.
- b. If you are in campus offices performing research you are required to follow UK guidelines to minimize exposure.

B. Human participants research. Risk of COVID-19 transmission must be mitigated, as described in the detailed plan submitted by the PI to the Chair and ADR for approval. The ADR submits the approved plan to the Office of the VPR. Once the plan is approved by the ADR, the research can resume as described in the plan for the respective phase of resumption. Each potential point of transmission risk should be carefully considered in the detailed plan and the ways that risk will be mitigated/controlled should be clearly described in the plan. Studies that cannot adequately mitigate transmission cannot be conducted until Phase 4, when special pre-approval is required. For example, research conducted inside an individual participant's home is not advised because risk cannot be mitigated unless you have developed a safe plan of action and received approval for this type of research to resume. Additional considerations are provided as FAQs on ORI/IRB website (<https://www.research.uky.edu/office-research-integrity/covid-19-research-faqs>). Research that does not provide direct benefit to individual human participants, but that provides societal/community benefit, can be conducted under Phase 3. Research that poses special situations that influence mitigation of risk can be performed in Phase 4 only if pre-approved within the PI plan. The Table below describes human participant research at each Phase of resumed research.

Human Subjects Research Phases Table

Research Protocols & Study Designs:		Research Phases*			
		Phase 1 15-20% restriction to only essential & critical capacity	Phase 2 20-50% more relaxed degree of access	Phase 3 50-70% normal operations	Phase 4 return to full research operations
1	Research with significant direct therapeutic benefits to the participant and risk of viral exposure can be minimized.	Allowed	Allowed	Allowed	Allowed
2	Research for which pausing could cause harm to participants.	Allowed	Allowed	Allowed	Allowed
3	Research that is conducted remotely regardless of potential for direct benefit.	Allowed	Allowed	Allowed	Allowed
4	COVID-19 Research – observational or interventional with special precautions in place.	Allowed	Allowed	Allowed	Allowed
5	Protocols that provide potential benefit for an individual's health or wellbeing over time which, if unavailable, may pose a long-term risk to the research participant (e.g., screening, diagnostic, palliative care).	Not allowed	Allowed	Allowed	Allowed
6	Research where all in-person interaction occurs concurrent with clinical or other interactions at the facility. For instance, a patient already on site for a clinic visit or a student already on campus for an academic purpose. In addition, research personnel must be willing and able to conduct interactions in accordance with safety guidelines.	Not allowed	Allowed	Allowed	Allowed

7	Protocols comparing standard treatments or practice guidelines which, if stopped, the potential societal benefit of the science would be significantly and adversely impacted. Must be measured against risk of participant exposure to COVID-19.	Not allowed	Not allowed	Allowed	Allowed
8	Research that does not provide direct benefit to individual human participants but that provide societal/community benefit.	Not allowed	Not allowed	Allowed	Allowed
9	In-person research in which transmission risks cannot be fully controlled by the research teams (e.g., research in public settings or participants' homes, etc).	Not Allowed	Not Allowed	Not Allowed	Requires Pre-Approval by the Office of the Vice President for Research

***Research activities that are labeled as “Allowed” must be able to meet and consistently follow all applicable safety guidelines in order to resume/start.**

C. Basic laboratory research. During all Phases follow the general guidance for health and safety measures for wet and non- wet laboratory research. For wet-laboratory research during Phases where greater capacity is allowed (e.g., Phase 3), physical distancing takes priority over research capacity. For example, if your laboratory space cannot accommodate 70% of your research personnel while maintaining 6 ft physical distancing, then you must stagger personnel or use other measures to reach 70% capacity.

Shared spaces: For shared spaces, such as common equipment rooms, shared laboratory areas, break rooms, hallways, etc., units should use signage to indicate how these spaces under the supervision of a unit director will be used while adhering to health and safety measures. For example, in shared core facilities where training is required, 6 ft physical distancing may not be possible, and thus wearing masks and having limited time (<15 minutes) to minimize exposures is recommended according to CDC guidelines. When in shared use spaces or other venues where physical distancing may be challenging, researchers should employ their own PPE for research purposes.

Prioritizing research during Phases: As we move to Phases with greater research capacity, unit directors have the authority to prioritize research that takes place to remain within the capacity limitations, using appropriate consideration of need (e.g., grant deadlines).

D. Trainee participation. Trainee participation in research is outlined according to Phase. Participation of trainees in research during the Phases is focused on working safely while advancing the research mission, minimizing risk to all personnel. Undergraduates involved in research are required to be re-tested prior to initiation of work.

Phase 2: During Phase 2, graduate students and postdoctoral fellows are prioritized based on time sensitive and critical research activities as determined by the PI. For example, graduate students close to degree completion should be given high priority. Undergraduates and high school students are not allowed in research laboratories during Phase 2, with the exception of undergraduates who are staff on grants or contracts.

Phase 3: During Phase 3, graduate students and postdoctoral fellows can continue research as prioritized by the PI. High school students or other volunteers are not allowed during Phase 3. Justification is required for specific undergraduates to participate in research during Phase 3, so that health and safety is maximized and the research mission is protected. Prioritization should be given to undergraduates taking research course credits for degree completion. Including undergraduates in the research plan should take into consideration training needs that would place personnel in close proximity for extended periods of time. However, PI's may choose not to include undergraduates in their research plans due to increased risk to research personnel in the workspace. If students feel unsafe, they should be allowed to opt out of on-site research activities and will be provided alternative learning opportunities.

Special considerations: Undergraduates can participate in human participants research if safety concerns are addressed adequately in the PI's plan. However, undergraduate participation in COVID-related research in general should be excluded, but exceptions will be considered if risk is adequately mitigated.

Phase 4: During Phase 4, graduate students and postdoctoral fellows continue research. Undergraduates can participate in research but should be re-tested prior (7 days) to entering the laboratory and PI plans should be updated to include these and other researchers within their programs during phase 4, with attention to following safety guidelines. Human participants research that poses special situations where risk mitigation is complicated can be performed with special pre-approval (which requires submission of a revised PI plan describing the research personnel, space usage and approach needed to reduce risk as much as possible). In general, high school students or research volunteers are not allowed in research workspaces during Phase 4 unless their participation and safety procedures have been incorporated into revised PI plans that are approved by the Office of the Vice President for Research. This would include requirements for testing following UK policies and procedures and receiving information on safety practices and procedures when performing research during the COVID-19 pandemic.

E. Instructions for completing and obtaining approval for individual PI plans.

PIs are required to develop an individual plan for their workspace using the standardized Excel template (<https://www.research.uky.edu/resources/uk-resumption-research-plan#pi-plan>) for resumption of research for each Phase. The completed template will be submitted as appropriate for approval by their Chair or unit Director (e.g., Centers or Institutes) and to the Associate Dean for Research (ADR), with final authority by the Dean. The ADR is responsible for submitting approved plans to the Office of the VPR. Research within a Phase can proceed once the Chair and ADR have approved the PI plan for that Phase. PIs should submit a plan for each Phase, which could include modification of an existing plan for a prior Phase. Plans should be discussed with all research personnel before submission to the Chair or unit Director. Chairs will develop an overall plan for their unit, taking into consideration issues such as

social distancing in open laboratory designs housing several unit PIs, support staff within the unit, building density, special consideration to trainees, operations of shared-use and common-use research areas and how shared spaces will be used, availability of PPE and other supplies and other issues related to department/unit functions. ADRs will review and approve coordinated overall unit plans. Deans will have final authority over resumption of research within their academic unit.

The website for applying for phased resumption of research and submitting individual PI plans is found at https://uky.az1.qualtrics.com/jfe/form/SV_0V3V83mWOAzdDzn. At this site, you will be required to enter your name and contact information, and to select your unit/department chair responsible for approval of your individual plan. Prior to completing the submission process, you are required to complete a brief online training module. You are also required to specify the type of research activity that will take place during each Phase. Moreover, for those performing human participant research, additional [online training](#) is required. An [excel spreadsheet](#) is used to provide specific information for your individual PI plan tailored to each Phase, including the need to describe and justify personnel participating in research, space management that adheres to the guiding principles of health and safety, critical activities and work plan, managing health and safety, and ramp down contingency plans from one Phase to another. These plans should be specific to the Phase of research that is currently allowed at UK, and you can modify an existing plan to add or revise another Phase for submission and approval through the process.

In justification sections for each area (personnel, workspace, work plan, PPE/health and safety, ramp down of research) of individual PI plans for a given Phase, please consider and address the following:

- **Choice of research members who return to work.** Each PI must think carefully about which research members will be allowed to return to work during the 4 Phases and this information will be included in their specific template plan (excel spreadsheet):
 - Trainees (graduate students and postdocs) will be given high priority (Phase 2) due to the need to complete their research projects in a timely fashion and meet a thesis deadline, a manuscript submission, or a grant submission.
 - Priority will be given to research staff who are willing to return and as determined by research priorities.
 - Consider occasional replacement of personnel in the schedule with new research personnel, to allow as many research staff as possible to make progress.
 - Undergraduates who are staff on grants or contracts or are enrolled in research course credits towards degree completion are allowed during Phases 2-4. PIs are required to provide appropriate detail including justifying the role of specific undergraduates in the research and describing the measures taken to ensure the safety of everyone who work in the research space. In turn, Chairs and ADRs who review plans must carefully evaluate if undergraduate students can work safely and advance the research mission while minimizing risks to all personnel.
- **Details for implementation of undergraduates in research:**
 - Names and email addresses of specific undergraduates.
 - Justification for including the specific undergraduates and why they should have priority for on-site work (e.g., a degree requirement for a relatively advanced undergraduate; senior thesis work; importance of experience for graduate school prospects; exceptional or limited time opportunity).
 - Undergraduates can participate in human participants research with the exception of COVID-19 related research,

where exceptions will be considered depending on risk mitigation.

- Nature of the research space and assurance of social distancing (indoor/outdoor; size of indoor space; PI's degree of control of the research space and measures taken if space is shared or somehow out of PI's control; independent travel to an outdoor location). Amount of time necessary for undergraduates to be on-site (staggered scheduling of all personnel; consideration of options for some part of student's research work to be remote to minimize risk).
 - Method of supervision and training for undergraduates, including training in any activity that requires close contact; responsibility for monitoring undergraduates' attention to social distancing, cleaning, etc. to maintain safety standards.
 - Specification of contingency plan for undergraduates if a return to Phase 2 is necessary or if the campus moves to all virtual learning.
 - If undergraduates feel unsafe, they will be allowed to opt out of onsite activities and will be provided with alternative learning opportunities.
- In general, high school or other volunteers are not allowed in research workspaces for the duration of the pandemic. Permission to include high school or other volunteers in research during Phase 4 will be granted on a case-by-case basis, and pre-approval by the Office of the Vice President for Research is required.
- **Special situations or conditions.** Certain conditions or situations around research will be influenced by the research capacity during a given phase of resumption. For example, during Phase 4 at 70-100% capacity, certain types of research may resume (with pre-approval) such as human participants research that takes place in different settings such as homes, churches or other parts of the community. In these cases, mitigating risk as much as possible will require thought in advance and that investigators are responsive to evolving situations. As much as possible, mitigation of potential risk should be described within PI plans for Phase 4 that will matriculate through the normal approval process. Other issues, such as research-related travel that may take place during Phase 4 if allowed by institutional guidelines, may require thought that should be incorporated into revised PI plans. To guide you in making safe decisions, please review information provided in frequently asked questions (<https://www.research.uky.edu/resources/covid-19-faqs-researchers>).
- **Human participants research:** Use the Human Participants Table within this document to guide you on allowable human participant research during the various Phases. In the justification sections of your individual plan, provide details regarding
 - How you will ensure the safety of participants, including whether changes to protocols were made to assure safety, screening processes for participants, and how you plan to protect the health and well-being of participants.
 - For community-engaged research, describe how you will ensure the safety of participants and other community stakeholders, field locations, and the general public involved in your research. Describe changes to protocols, screening processes in place, and how you plan to protect community participants.
 - Ensure that all research staff, trainees, and faculty working in your research workspace comply with all required health screening and self-check processes including testing put into place by UK Healthcare and UK institutional policies. It is the responsibility of the PI to ensure that all requirements are met and monitored.

- **Changes in operating mode:** Plans should include use of calendars and/or shift work to maintain social distancing, responsibilities and process for cleaning and disinfecting specific pieces of equipment used by many research personnel both before and after use (<https://ehs.uky.edu>), size and mode of research or research-related meetings, assigning specific responsibilities to personnel to avoid duplication and need for several people to be in limited space areas (e.g., DLAR rooms, cell culture hoods, etc.). When moving from one Phase to the next, you must adhere to social distancing, using shift work or scheduling to accommodate a greater amount of research activity by investigators within your workspace who were not prioritized in earlier phases.
- **Communications:** We encourage investigators to communicate with research teams as soon as possible and provide at least 48 hours lead time to determine any concerns they have about starting or restarting research projects. Some participants may wish to postpone a face-to-face interview in the clinic or a group session in the community. Investigators can develop strategic “workarounds” or conduct research remotely to accommodate such concerns, communicating with their research teams or mentors, sponsors, and other colleagues.

3. High-risk (language used by CDC) populations: We encourage investigators to consider in their individualized plans for each Phase of research resumption the impact of their plans on high-risk populations who participate in the research. As much as possible, investigators who conduct research with high risk populations will resume research activities during later Phases of research resumption. If a staff member is concerned about returning to the working environment due to a high-risk medical condition, they should contact the Office of Institutional Equity and Equal Opportunity for information regarding ADA accommodations at 859-257-8927 or <https://www.uky.edu/eo/ada-compliance>. For specific (non-work-related) issues regarding high-risk populations, we refer individuals to Employee Health (health-related issues; <https://ukhealthcare.uky.edu/university-health-service/employee-health>). Faculty, staff and trainees can be tested as described at: <https://www.uky.edu/coronavirus/students/testing-screening-and-tracing>. We also remind personnel of the ability to provide anonymous feedback through the Office of Research Integrity research hotline (see <https://www.research.uky.edu/research-misconduct>) or through UKHC compliance (see <https://ukhealthcare.uky.edu/staff/corporate-compliance>).

F. Adherence to these policies and procedures. All personnel engaged in research are required to adhere to the policies, procedures, rules, and guidance for resumption of their research. Unannounced visits or checks on activity will be performed by appropriate Chairs and/or ADR, in conjunction with personnel from Environmental Health and Safety, to assure adherence to approved plans. Consequences for noncompliance for PIs and research teams range from an oral warning to dismissal, consistent with university regulations and policies. Email research-covid@uky.edu with questions concerning research and COVID-19 policies.