



NORTHWEST ARKANSAS COMMUNITY COLLEGE

PANDEMIC RESPONSE PLAN REPORT AND RECOMMENDATIONS

PANDEMIC RESPONSE PLAN TASK FORCE

April 2007

**Pandemic Response Plan Task Force
Pandemic Response Plan Report and Recommendations**

Table of Contents

INTRODUCTION

Overview.....	3
Pandemic Background.....	4
Pandemic Planning Assumptions.....	4
World Health Organization (WHO) Pandemic Alert Levels.....	5

RECOMMENDATIONS

General Recommendations.....	6
Operational Recommendations.....	6

PANDEMIC RESPONSE PLAN AND STRATEGIES

Communications Strategy.....	8
Communication to Cabinet.....	8
Communication to Employees.....	8
Communication to Students.....	8
Communication to the Public.....	9
Strategy to Reduce the Spread of the Virus.....	9
Strategy to Sustain, Reduce or Temporarily Cease College Functions.....	11

APPENDIX A - WHO Alert and Response Levels.....	14
--	-----------

APPENDIX B - Website Links – Planning and Response.....	17
--	-----------

APPENDIX C – Proposed Pandemic Response Team.....	18
--	-----------

APPENDIX D - College Contacts.....	19
---	-----------

Current Avian Flu Affected Area Map (2 / 2007).....	20
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Pandemic Response Plan Task Force Members.....	21
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INTRODUCTION

Overview

The President of NorthWest Arkansas Community College, having recognized the potential threat of a world-side influenza pandemic and the potential it could have on the operations, employees and students of NWACC, formed a Pandemic Preparedness Task Force in June, 2006 charged with recommending a Pandemic Response Plan to the College Cabinet.

In an effort to present a plan to the Cabinet, the Pandemic Preparedness Task Force met approximately monthly since June, 2006. The time was used to gather information about pandemics and its potential affects on organizations and people and to educate ourselves and determine what federal, state and local emergency response and health agencies were doing and recommending be done in preparation for a pandemic. We quickly determined that these agencies, without exception, highly recommended and expected every entity, college, school or business to have its own pandemic response plan. There are many resources available to help put a response plan together, but there is no “grand plan” for pandemic response at the federal, state or even local level. In the words of Michael Levitt, the US Health and Human Services Secretary, “Any community that fails to prepare with the expectation that the federal government will throw them a lifeline is tragically wrong.”

The Task Force also created a Pandemic Flu Information and Questionnaire form to help inform the NWACC employees about a potential pandemic and do an initial assessment by departments and areas of the College of the level of preparation for a pandemic at NWACC. We received only a few responses back and they all indicated that NWACC is minimally to somewhat prepared to respond realistically to a pandemic. There was an indication that NWACC personnel and functions would be significantly taxed during a pandemic without a detailed pandemic response plan in place.

Based on this assessment, the Task Force concluded that it could best complete its work by recommending a plan that contains a framework for continued pandemic response planning in a detailed manner in specific areas of College operation likely to be most impacted by a pandemic. We also realized that this planning needs to be done by those persons at NWACC actually responsible for the most likely affected functional areas at the College.

In response to the charge from the President, the Task Force presents this report with its recommendations and proposed Pandemic Response Plan. The Pandemic Response Plan presented by the Task Force takes the pandemic planning process for this event to the next level with recommendations for detailed planning in several areas of College operation. The Plan contains many important actions NWACC will need to undertake for the preparation of, and in response to, an influenza outbreak resulting in minor to significant business interruption at the College. Continued Plan surveillance and updating will be required to ensure that the Pandemic Response Plan effectively addresses the unique needs of NWACC.

The proposed Pandemic Response Plan contains three broad, general strategies for action. These strategies are detailed in the body of the Plan and are:

1. **A communications strategy** aimed at NWACC employees and students and, when appropriate, the public through local and other media to provide information regarding

the pandemic virus, NWACC's plan to respond to the pandemic and other relevant information.

2. **A strategy to reduce the spread of the pandemic virus** within NWACC facilities and among NWACC employees and students. These strategies are recommended as the pandemic threat and its effects become more severe and imminent in forecasts by the World Health Organization.
3. **A strategy to sustain, reduce or possibly temporarily cease College functions** in NWACC's educational programs, student activity functions and facility operation functions due to the effects of the pandemic. These strategies are recommended as the pandemic threat and its effects become more severe and imminent in forecasts by the World Health Organization.

Pandemic Background

According to the World Health Organization (WHO), "An influenza pandemic occurs when a new influenza virus appears against which the human population has no immunity, resulting in several simultaneous epidemics worldwide with enormous numbers of deaths and illness. With the increase of global transport and communications, as well as urbanization and overcrowded conditions, epidemics due to the new influenza virus are likely to quickly take hold around the world."

Influenza is a highly contagious respiratory virus that is responsible for annual epidemics in the United States and other countries. Each year an average of 200,000 people are hospitalized and 36,000 die in the U.S. from influenza infection or a secondary complication. During an influenza epidemic the level of illness and death from influenza will likely increase dramatically worldwide. The impact of an influenza pandemic on the local economy and business operations could be devastating. It is estimated that 30-50 % of the population world wide will be affected. There is a potential for high levels of illness and death, as well as significant disruption to society and our economy, making planning for the next influenza pandemic imperative.

Pandemic Planning Assumptions

Predicted Pandemic Spread and Severity:

- Over a several month period, illness rates for population: 30-50%.
- Global spread in: 3 months.
- Vaccine availability: 6 months after initial outbreak.
- Anti-viral treatment: Likely to be in short supply and may not be effective.

Potential Pandemic Effects:

- Large percentage of the population may be unable to work for days to weeks during the pandemic.
- Diminished numbers of people and expertise available.
- Diminished emergency and essential services- fire, police, medical.
- Potential for mandatory school and college closings.

- Delays in supplies shipments and mail delivery.
- Delays in outside service work and vendor support.
- Disruption of utilities services and repairs.

Pandemic Effects on College Operations:

- High level of employee absenteeism, difficulty in maintaining college operations and classes.
- Loss of service from suppliers (e.g. postal, food service, deliveries).
- High level of student absenteeism.
- Potential for problems in operating facilities and continuing services.
- Students and employees need to stay at home or their residences to avoid as much contact as possible.

World Health Organization (WHO) Pandemic Alert Levels

At the present time, the World Health Organization's has not declared a Phase 3 Alert, which indicates there is no significant human to human transmission of the pandemic virus. However, if WHO declares a Phase 3 alert, then this is expected to be followed shortly by a Phase 4 and possible Phase 5 alert.

Throughout the Pandemic Plan and strategies recommended by the Task Force, there are references to actions the Task Force believes should be taken during each Phase of the alert process.

A detailed description of each alert phase being used by the WHO is in Appendix A.

RECOMMENDATIONS

General Recommendations

As part of this report, the Pandemic Preparedness Task Force presents two general recommendations to the College Cabinet. The general recommendations are below.

1. The Pandemic Preparedness Task Force recommends that the Cabinet establish a permanent Pandemic Response Team composed of appropriate mid to high level administrative employees with responsibility for the areas of the College operations with significant recommendations suggested in the Pandemic Response Plan. See Appendix D for a listing of recommended positions to be included on this Team. These Team members would have the responsibility for planning, implementing, and monitoring the specific recommendations and strategies presented in this Plan, perhaps modifying this Plan and making other recommendations to the Cabinet as needed.
2. The Pandemic Preparedness Task Force recommends that the Cabinet establish a Pandemic Response Fund for the purpose of budgeting for and providing funds in anticipation of the additional expenses associated with planning, implementing and monitoring the specific recommendations presented in this Plan.

Operational Recommendations

Many specific operational recommendations are stated in detail with suggested responsible persons or departments in the presentation of the three strategies in the body of the report. **Some of the major operational recommendations are presented in summary form below.**

1. Create a dedicated web directory within the NWACC website for pandemic communication purposes.
2. Create policies, procedures and strategies for communication to the public, students, and employees regarding pandemic.
3. Prepare recommendations for appropriate Personal Protection Equipment (PPE's) , information brochures, posters, etc.
4. Insure that appropriate cleaning and sanitizing supplies are on hand and available and design a strategy to implement increased cleaning routines.
5. Create and implement a policy and procedure to determine what students, staff or families have traveled to areas affected by the pandemic.
6. Create and implement policies and procedures for the following:

- a. Employee shift change work hours or employees working mostly or entirely at home during a pandemic.
 - b. Employee and student “spacing” protocols to minimize personal contact.
 - c. Logging in visitors to NWACC.
 - d. Reporting of suspected influenza cases.
 - e. Limited travel between NWACC centers.
 - f. Limited or cancellation of all or most NWACC meetings.
 - g. Business travel restrictions for employees.
 - h. Posting notices at entrance to NWACC facilities.
 - i. Create policies for employee sick leave, working at home, student tuition and fee refunds, cancellation of classes and college activities.
 - j. Designate essential NWACC operations and personnel.
7. Create and implement a plan to allow selected or essential employees to work at home during pandemic.
 8. Prepare a plan for continuing or expanding on-line and distance education courses and increasing instructors for these classes for implementation during a pandemic.

PANDEMIC RESPONSE PLAN AND STRATEGIES

Communications Strategy

Communication to NWACC Cabinet

- As soon as the NWACC Pandemic Response Team is named, the Team and the NWACC Public Relations Department will assume the responsibility for advising the Cabinet of changes and developments in pandemic influenza information and resources pertinent to NWACC to assist in decision making.
- As soon as the NWACC Pandemic Response Team is named, the Team, working with the Health Sciences Division will monitor information related to pandemic planning from national, state and local public safety and health agencies and forward pertinent information to Cabinet to assist in decision making.

Communication to Employees

- Any and all communications to employees on pandemic matters shall be authorized by the College Cabinet or College President and shall take place through appropriate channels.
- Communication on pandemic matters may be made by means of the Internet, a dedicated web directory, telephone system, in written form or other communications systems that provide for the dissemination of information advising employees as appropriate.
- As soon as the Pandemic Response Team is named, the Team shall instruct the College webmaster or other designated employee to create a web directory to link to local, state and federal agencies in order to create awareness and educate employees.
- In the event of a Pandemic or in preparation for a Pandemic, the Executive Director of Public Relations shall be responsible to communicate to employees, as authorized by the President or College Cabinet, information and policies regarding compensation, sick leave absences, and other employment information according to the time table established by this Plan.

Communication to Students

- Any and all communications to students on pandemic matters shall be authorized by the College Cabinet or College President and shall take place through appropriate channels.
- Communication on pandemic matters may be made by means of the Internet, a dedicated web directory, telephone system, in written form or other communications systems that provide for the dissemination of information advising students as appropriate.

- As soon as the Pandemic Response Team is named, the Team shall instruct the College webmaster or other designated employee to create a web directory to link to local, state and federal agencies in order to create awareness and educate students.
- In the event of a Pandemic or in preparation for a Pandemic, the Executive Director of Public Relations shall be responsible to communicate to students, as authorized by the President or College Cabinet, information and policies regarding class attendance, tuition and fee reimbursement, cancellation of class and activities, closing of facilities, cessation of activities, and other student related information according to the time table contained in this Plan.

Communication to the Public

- Any and all communications to the public on pandemic matters shall be authorized by the College Cabinet or College President and shall take place through appropriate channels.
- Communication on pandemic matters may be made by means of the Internet, a dedicated web directory, telephone system, in written form or other communications systems that provide for the dissemination of information advising the public as appropriate.
- The Executive Director of Public Relations shall have established policies and procedures in place for the communication of information to the public and the media related to current and future pandemic progress and its possible effect on NWACC students, employees and activities.
- The Executive Director of Public Relations or his designee shall be the official spokesperson for the College for information disseminated to the media and general public and shall conduct media briefings as necessary and in coordination with State and local health and emergency response agencies.

Strategy to Reduce the Spread of the Virus

Upon notification by the World Health Organization (WHO) of a **Phase 3 Pandemic Alert Level** (See Appendix A), NWACC shall take the following actions when authorized by the College Cabinet or President or her designee:

- The Pandemic Preparedness Task Force shall prepare appropriate recommendations to the Cabinet for Personal Protective Equipment (PPE's) if any, information brochures, posters, and / or printed and electronic informational materials to be used by the College during this alert phase and further alert phases.
- Based on these recommendations, the Cabinet or President or her designee shall authorize the use and placement of appropriate signage, printed or electronic information materials, posters, and leaflets at appropriate places or via appropriate means throughout the various College facilities.

- The Physical Plant department shall insure that adequate supplies of tissues, hand sanitizing gels, disinfectant hand soaps, cleaning and proper disposal supplies and other appropriate cleaning supplies are on hand and will be available for use at the College facilities in anticipation that a Phase 4 Pandemic Alert may be declared.
- Physical Plant shall implement increased cleaning routines during Phase 3.
- Students and employees experiencing symptoms or illness shall be directed by the appropriate College official not to return to campus until released by a physician.

Upon notification by the World Health Organization (WHO) of a **Phase 4 Pandemic Alert Level** (see Appendix A), NWACC shall take the following actions when authorized by the College Cabinet or College President or designee:

- Actions under Phase 3 shall continue where appropriate.
- Physical Plant shall initiate and increase specialized and comprehensive cleaning services in workspaces, common areas, restroom facilities and other areas and initiate ventilation procedures, as well as undertake the following specialized cleaning and ventilation procedures:
 - Disinfecting counters, railings, door knobs, stair rails, elevator buttons, public telephones performed more frequently.
 - Changing HVAC filters more frequently and cleaning filtration systems as needed.
 - Increasing ventilation to the facilities during the day where operationally feasible to decrease the spread of disease.
- The College Human Resources and Enrollment Management Directors or Administrators shall jointly determine if any students/staff or family members may have traveled to or from pandemic affected countries or areas and notify appropriate county health authorities and the College Human Resources department.
- The Cabinet or President or her designee shall implement plans for any change in shift hours for employees and requests for employees to work from home according to policies and procedures previously established for that purpose by the College.
- NWACC Cabinet shall initiate spacing protocols (social distancing) and educational materials on social distancing related to a pandemic shall be distributed to all students and employees.
- The College Cabinet or President or her designee shall establish a policy requiring that employee face-to-face meetings be kept to a minimum and only on an essential basis with phone, email or video conferencing preferred.
- All visitors to NWACC shall be logged in and tracked by the College Public Safety Department.

- The Human Resources department shall establish a policies and procedures instructing employees to report to supervisors if there are suspected influenza cases in their work areas.
- College employees shall be advised by the College Cabinet or President or her designee to limit travel between campuses.
- The College Cabinet or President or her designee shall send out notice that all staff training shall be canceled until further notice.
- All non-essential public meetings and events at all College Facilities shall be cancelled.
- Students and employees shall be advised by the College Cabinet or President or her designee to minimize personal movements where appropriate for their own safety.
- The College Cabinet or President or her designee shall send out a notice that, wherever possible, College telephones shall not be shared among employees.

Upon notification by the World Health Organization (WHO) of **Phase 5 Pandemic Response Alert**, (see Appendix A) NWACC shall take the following actions when authorized by the College Cabinet or College President or designee:

- Actions under Phase 3 and 4 shall continue where appropriate.
- The College Cabinet or President or her designee shall issue a directive to isolate all NWACC campuses and ban travel between campuses.
- The College Public Safety Department shall be authorized to place prominent notices at all entry points to all College learning centers instructing employees, students and visitors not to enter the building if they have influenza symptoms.

The College Cabinet, President or her designee shall enforce business travel restrictions previously authorized or ordered. College business travel shall be kept to an absolute minimum and on an essential basis only.

Strategy to Sustain, Reduce or Temporarily Cease College Functions

Upon notification by the World Health Organization (WHO) of a **Phase 3 Pandemic Alert Level**, (see Appendix A) NWACC shall take the following actions when authorized by the College Cabinet or President or her designee:

- The President or her designee or the College Cabinet shall prepare and distribute to the appropriate parties policies and procedures dealing with employee sick leave, employees working from home, student tuition and fee refunds, cancellation of classes and college activities and other needed policies and procedures relevant to the operation of the College during various phases of a pandemic.
- The IT department in cooperation with other departments shall present to the Cabinet a plan to provide the technological capability that would allow selected or essential

employees to work from their homes during the Pandemic via the Internet according to NWACC policies and procedures and as authorized by the Cabinet.

- The President or her designee or the Cabinet shall authorize the appropriate administrators to give selected or essential employees permission to work from their homes as necessary according to the policies and procedures established for that purpose.
- The Executive Vice President for Learning shall prepare a listing of all current on-line and distance learning courses and instructors at NWACC and implement an Emergency Distance Learning Plan to continue and/or expand these courses and increase the number of qualified instructors to teach these courses during a pandemic.
- The President or her designee or the College Cabinet shall designate essential NWACC operations and personnel positions for each phase of a pandemic in anticipation of high absenteeism and reducing activities at the College and from employees' residences as the pandemic develops.
- In anticipation of the Pandemic, the Physical Plant Director, the Executive Director of Business Services, the Director of Public Safety, the Associate Vice President of IT and other middle and upper level managers in appropriate functional areas shall develop strategies for the scaled back but continued operation of their respective areas of responsibility with reduced personnel during the phases of a pandemic.
- The Pandemic Response Team shall maintain contact with local emergency response authorities and health providers to obtain news of developments and keep these authorities and providers apprised of NWACC's Pandemic Response Plan.

Upon notification by the World Health Organization (WHO) of a **Phase 4 Pandemic Alert Level**, (see Appendix A) NWACC shall take the following actions when authorized by the College Cabinet or President or her designee.

- Actions at Phase 3 shall continue as appropriate.
- The Executive Director of Public Relations, as authorized by the College Cabinet or President or her designee, shall alert College employees and students of the status of pandemic response preparations at NWACC through the appropriate communications channels.
- The College Cabinet or President or her designee shall authorize selected or essential employees to work from home as needed according to policies and procedures previously established by the College.
- As determined by the Executive Vice President for Learning or his designee, only essential classes and student activities shall continue at NWACC locations as long as they are able to be held. NWACC shall begin the implementation of the Emergency Distance Learning Plan developed by the Executive Vice President for Learning.

- As authorized by their respective Cabinet members or their designee, various NWACC departments shall implement their scaled back operations plans as needed to accomplish their respective functions.

Upon notification by the World Health Organization (WHO) of a **Phase 5 Pandemic Alert Level**, (see Appendix A) NWACC shall take the following actions when authorized by the College Cabinet or President or her designee.

- Actions at Phase 3 and 4 shall continue as appropriate.
- The President or her designee or the Cabinet shall authorize the suspension of all educational classes and student activities at all NWACC learning centers and the Executive Director of Public Relations or his designees shall inform students, employees and the public through the appropriate communications channels.
- NWACC shall continue operating distance education classes according to the strategy of the Executive Vice President for Learning.
- NWACC shall continue the plan for selected or essential employees to work at home or from residences as long as they are able via the Internet according to NWACC policies and procedures and as authorized by the Cabinet.
- Only essential employees as determined by the College shall report to NWACC facilities and perform essential functions as necessary according to NWACC policies and procedures and as authorized by the Cabinet.

Upon notification by the World Health Organization (WHO) of a **Phase 6 Pandemic Alert Level**, (see Appendix A) NWACC shall take the following actions when authorized by the College Cabinet or President or her designee:

- Actions at Phase 3, 4 and 5 shall continue as appropriate.
- All NWACC facilities shall be locked down, with limited access by essential personnel only.

Supervisors shall continue communication with employees who are working from home, residences or other remote sites.

APPENDIX A



NorthWest Arkansas Community College Pandemic Flu Response Plan

Response Levels and Action Descriptions

NWACC Alert Level	Benton Co. Alert Level	World Health Organization (WHO) Alert Level	Alert Description	Action Description
Level 1	Level 1	Phase 3	Human infection(s) with a new subtype, but no human to human spread, or at most, rare instances of spread to a close contact.	<ul style="list-style-type: none"> • Research Pandemic flu recommendations and responses. • Prepare recommendations for Personal Protective Equipment (PPE's), supplies, information brochures, posters and bulletins prior to the report of confirmed avian/pandemic flu cases. • Convene the Incident Commander and Incident Management Team and set up regular review times. • Send raised alert level communication to students/staff and inform them of: <ul style="list-style-type: none"> ○ The plan for potential pandemic. ○ Policies for sick leave and tending to sick family members. • Contact local authorities and health providers to get up-to-date news, advice and local/county wide pandemic plans/responses. • Step up surveillance, issue monthly reports to students/staff. • Implement increased cleaning routines. • Review on-line and remote studies/working arrangements. • Place signage, information, posters and leaflets in appropriate places through out the campuses. • Measure the psychological effects of the staff working under threat. <ul style="list-style-type: none"> ○ Students/Staff should report to instructors/management any signs or symptoms of illness. ○ Students/Staff must refrain from going back to campus until released by their doctor.
Level 2	Level 2	Phase 4	Small cluster(s)	<ul style="list-style-type: none"> • Alert staff and students as to status and

			with limited human to human transmission, spread is highly localized, suggesting the virus is not well adapted to humans	<p>restrictions.</p> <ul style="list-style-type: none"> • Increase any specialized and comprehensive cleansing services. • Check to see if any students/staff or students/staff family members may have traveled to/from affected countries or areas. Notify the appropriate authorities and Human Resources of any staff or staff family members could be affected. • Students/Staff returning from travel warning countries must be cleared by a medical professional prior to returning to campuses. The length of any quarantine period will be determined by the IMT using Government guidelines. • The IC and IMT and functional representatives will confirm the start day for any split operations and request that students/staff work from home. • Keep all face-to-face meetings to a minimum and only on an essential basis, until further notice. Public contact will continue either through phone, email or video conferencing. • Consider the distribution of surgical masks to staff. • Track ALL visitors. • Instruct staff to report to the line managers if there are any suspected cases in their living area/social circle. • Advise staff to minimize the travel between all campuses. • Update staff on the travel restrictions and travel warning countries. • Cancel all staff training and vacation. • Cancel all non-essential public meetings and events • Advise students/staff to minimize personal movements where appropriate for their own safety.
Level 3	Level 3	Phase 5	Larger cluster(s)	<ul style="list-style-type: none"> • Actions under Levels 1 and 2 will

			<p>but human to human spread still localized, virus may be becoming increasingly better adapted to humans, but may not yet be fully transmissible.</p> <p>Suspected case on campus or suspected/confirmed cases in Northwest Arkansas, Eastern Oklahoma, Southeast Kansas or Southwest Missouri.</p>	<p>continue.</p> <ul style="list-style-type: none"> • Isolate all NWACC campuses and ban staff from traveling between campuses. • Suspend all classes and inform students/staff. • Continue any department split operation plan. • Continue any Distance Learning and prepare remote offsite access for employees. • Enforce business travel restrictions. Personal travel should be kept to a minimum and on an essential basis. • Suspend staff from work if [he/she or family members] are waiting for the laboratory test result
Level 4	Level 4	Phase 6	<p>Increased and sustained transmission in general population.</p> <p>Confirmed case(s) on campus or community – only essential personnel required to report to campus.</p>	<ul style="list-style-type: none"> • Actions under Level 1, 2 and 3 will continue where appropriate. • Lock down of NWACC facilities. • Limited access for essential employees only. • Ensure managers are communicating with staff working remotely.

APPENDIX B



NorthWest Arkansas Community College Pandemic Flu Response Plan

Website links – Planning and Response

WHO – World Health Organization

<http://www.who.int/en/>

- Avian influenza
http://www.who.int/csr/disease/avian_influenza/en/
- Pandemic influenza fact sheet
<http://www.who.int/csr/disease/influenza/pandemic10things/en/index.html>
- Pandemic preparedness plan
<http://www.who.int/csr/disease/influenza/pandemic/en/index.html>
- Influenza pandemic threat - current situation
http://www.who.int/csr/disease/avian_influenza/pandemic/en/index.html
- Situation updates
http://www.who.int/csr/disease/avian_influenza/updates/en/

U.S. Government Avian and Pandemic flu information - managed by the Dept. of Health and Human Services

<http://www.pandemicflu.gov/>

Center for Disease Control

<http://www.cdc.gov/flu/avian/>

Arkansas Department of Health

http://www.healthylarkansas.com/pandemic_influenza/index.html

National Safety Council

<http://www.nsc.org/preparedness/pandemic.htm>

APPENDIX C



NorthWest Arkansas Community College Pandemic Flu Response Plan

Proposed Pandemic Response Team Representation Areas

President's Office Representative

Director of Public Safety

Physical Plant Director

Executive Director for Public Relations

Dean of Health Sciences

Associate VP of Learner Support Services

Executive VP for Learning (or) Associate VP for Learning

VP for Finance and Administration (or) Executive Director for Business Services

Associate VP of IT Services

Executive Director for Risk Management and Compliance

Director of Human Resources

Director of ICPS

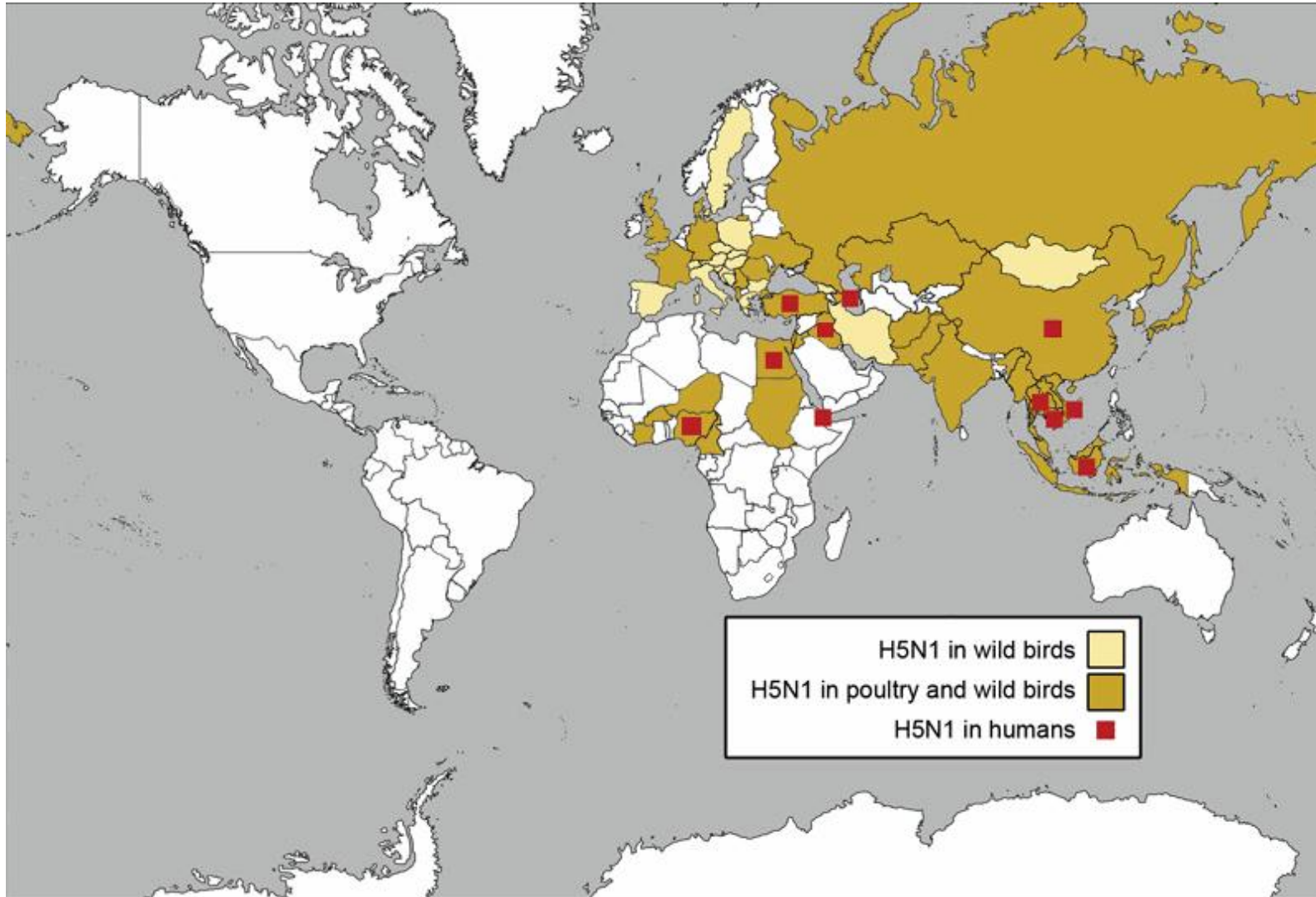
APPENDIX D



NorthWest Arkansas Community College Pandemic Flu Response Plan

Important College Contacts

Person	Title	Office Location Bldg/ Rm	Office Phone	Pager/ Cell	Home Phone
Richard Nelson	Director of Public Safety	MAF	619-4397	381-1158	876-7215
Becky Paneitz	President	BH 3005	619-4190	619-8174	986-9757
Bob Kitterman	Director of Physical Plant	MAF	619-2259	619-6097	451-1363
Jim Lay	Executive Director of Facilities	BH3010	619-4130	619-7067	986-8803
Steve Pelphrey	Executive Director Risk Management/Compliance	BH 3006	619-4127	619-5185	936-7311
Jim Hall	Executive Director of Public Relations	BH 3007	619-4182	619-6743	273-3499
Brenda Green	Assoc. Dean of Enrollment Management	WCC	936-5132	879-7473	756-8348
Chip Ates	Executive Vice President of Learning	BH 3008	619-4144	972 757-7135	972 757-7135
Jean Anderson	Assistant to the President	BH 3005	619-4208	936-1309	855-4529
Steve Earney	Director of IT Services	BH1319	619-4123	659-4097	636-2031
Debi Buckley	Vice President for Admin. & Finance	BH 1303	619-4313		
Diana Johnson	Associate Vice President for Learner Development/Learner Support	BH 2104	619-4136	200-2761	750-1438
Jill Wagar	Director of Development	BH 3015	619-4321	426-5246	855-9666
Paul Rehberg	Director Regional Tech Center	RTC	444-3058 Ext. 100		



Nations With Confirmed Cases H5N1 Avian Influenza (February 2007)

NWACC Pandemic Response Plan Task Force

Steve Pelphrey - Risk Management - Chair

Jennifer Burton - IT Services

Susan Collie - HR Services

Ginger Holloway - Nursing Faculty

Bob Kitterman - Physical Plant

Dale Montgomery - LDC

Dick Nelson - Public Safety