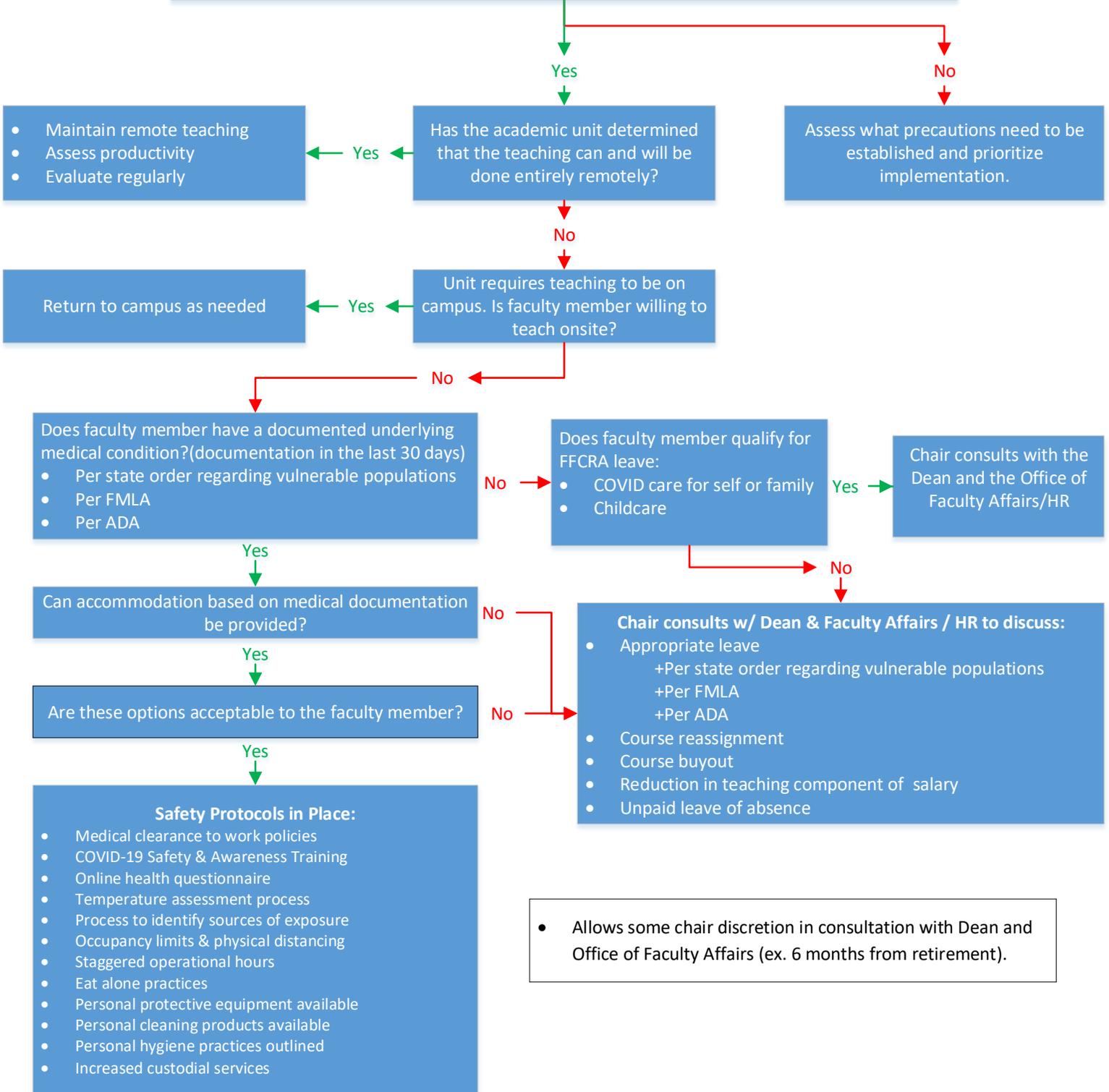


Faculty Re-entry & Working Safely During COVID-19

- Has the campus made a decision to begin onsite teaching and learning?
- Do government orders allow onsite teaching and learning?
- Have appropriate PPE been put in place?
- Has consideration been given to staggering who is onsite and when?
- Do we have the will, processes & capacity to enforce compliance with new teaching and learning rules?
- Have steps been taken to prepare leaders to engage with others on returning to work?
- Do we have a plan in place should we need to return to remote teaching and learning?



- Does faculty member have a documented underlying medical condition?(documentation in the last 30 days)
- Per state order regarding vulnerable populations
 - Per FMLA
 - Per ADA

Can accommodation based on medical documentation be provided?

Are these options acceptable to the faculty member?

- Safety Protocols in Place:**
- Medical clearance to work policies
 - COVID-19 Safety & Awareness Training
 - Online health questionnaire
 - Temperature assessment process
 - Process to identify sources of exposure
 - Occupancy limits & physical distancing
 - Staggered operational hours
 - Eat alone practices
 - Personal protective equipment available
 - Personal cleaning products available
 - Personal hygiene practices outlined
 - Increased custodial services

- Does faculty member qualify for FFCRA leave:
- COVID care for self or family
 - Childcare

Chair consults with the Dean and the Office of Faculty Affairs/HR

- Chair consults w/ Dean & Faculty Affairs / HR to discuss:**
- Appropriate leave
 - +Per state order regarding vulnerable populations
 - +Per FMLA
 - +Per ADA
 - Course reassignment
 - Course buyout
 - Reduction in teaching component of salary
 - Unpaid leave of absence

• Allows some chair discretion in consultation with Dean and Office of Faculty Affairs (ex. 6 months from retirement).