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?

Is faculty member willing to teach onsite?

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?

Yes

Assess what precautions need to be established and prioritize implementation.

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

Yes

Chair consults with the Dean and the Office of 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

Return to campus as needed

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