

## Faculty Senate Resolution

**Whereas**, by following CDC Guidelines, Florida Atlantic University has maintained a relatively low campus spread of COVID-19 during the fall semester, in part by allowing faculty who were able to teach remotely or with reduced face-to-face instruction to do so with minimal limitations upon that decision, resulting in a reduced number of face-to-face contact hours and to date, no evidence of classroom transmission of COVID-19 on campus; and

**Whereas**, the administration of Florida Atlantic University issued a directive that every course the University offers in Spring 2021 semester be made available in a face-to-face teaching modality, excepting those that were previously offered only in a purely online modality at the start of the Spring 2020 semester; and

**Whereas**, given the rising cases of COVID-19 in the community, the push for more face to face classes will expand contact between faculty, staff, students and the community and potentially increase the spread of COVID-19 on campus; and

**Whereas**, the University's plan to mitigate the impact of the COVID-19 pandemic had been to prioritize face-to-face instruction only for classes where that teaching modality is pedagogically essential and faculty presenting courses in a face-to-face modality during the Fall 2020 semester report that the vast majority of their students elect not to attend class in person, opting instead to participate remotely; and

**Whereas**, there was no consultation with faculty governance regarding the policy shift toward face-to-face teaching modalities, and therefore no opportunity for faculty to point to pedagogical and logistical issues that will compromise effective instruction; and

**Whereas**, the University's stated policy governing the granting of Alternative Work Arrangements (Arrangements) to faculty changed for the Spring and created confusion and uneven enforcement of policies related to the granting of Arrangements based on age, preexisting conditions of family members or other individuals living with an instructor, and

**Whereas**, the University has been requiring documentation of multiple aspects of a faculty member's private health information from a licensed health provider that may be in violation of standard HIPAA regulations.

**Therefore, be it resolved** that the university administration will produce clear, written policies and if such policies make changes that affect the pedagogy of our course offerings, including changes to course modality, the policies must be presented to the Faculty Senate before implementation and must include faculty input;

**Be it further resolved** that Florida Atlantic University's Alternative Work Arrangement application form and policy be revised to allow exemptions based on all known and potential risk factors recognized in the expanded CDC guidelines, including for adults age 65 and older, adults of any age with health conditions that might be at an increased risk for severe illness, including other family members living with an instructor, and;

**Be it further resolved** that the COVID-19 exemption form allow a qualified Health Care Provider to check that one of the conditions exists, without potentially raising HIPAA challenges by detailing confidential patient information about the nature and severity of the medical condition, or details about symptoms, diagnosis, treatment, or the use of specialized equipment.