

MOU between the UPTF and the Administration on COVID policies for Fall Semester 2021

- 1) **“Full” vaccination status:** Many PTF were not notified of the campus vaccine mandate in time to be “fully vaccinated” (defined as having completed two weeks post the second shot of a 2-shot regimen or two weeks after receiving a single shot vaccine). The Administration will allow PTF to be on campus so long as they have completed their vaccine dose(s); the two-week waiting period does not apply. If they have only received one shot, they should submit it. They will receive directions on what do next, such as file for a temporary extension to the date of the second dose. If an individual has applied for but not yet received waiver, their deadline will be extended until a decision is reached.
- 2) **Waivers and Testing:** PTF that have received a waiver will be tested for COVID-19 weekly at the Campus Health Clinic. If they are making a rare visit to campus, they should consult the Campus Health Clinic for specific advice.
- 3) **Daily Screener:** The University will engage in spot-checks of daily screener statuses. There is monitoring at certain high volume and high-sensitivity areas (libraries, the Student Center, Residence buildings, some others). Anyone, including PTF, can ask to see a screener, but there is no requirement that they check their students’ screeners.
- 4) **Course Modality:** According to the “Academic Restart: Guidelines: Response to COVID-19” published by the Administration:

Class or work modality: Although it is expected that work and courses already scheduled to be in-person, hybrid, or remote will be handled in that way, faculty and academic staff with specific concerns about face-to-face teaching or work may still request accommodations. Changing class or work modality

The first step is to talk with your chair, associate dean or other supervisor at the department, school/college or office level. **The decision will be made as quickly as possible.**¹

If concerns remain, Associate Provost for Faculty Affairs Boris Baltes will work with the administrator and faculty/academic staff member to resolve the issue. **If a formal meeting is called at this stage by the administration the faculty member may have Union representation if they choose to do so.**

- 5) **Online instruction from campus:** For a variety of reasons, faculty that teach online may need to engage in their instructional responsibilities from campus. Most PTF share offices with other PTF. To protect the privacy of classroom engagement and prevent disruption, we may need facilities be made available to PTF for private instructional work upon request.

Faculty should ask their supervisors whether such space may be available, but the Administration cannot guarantee that such space can be granted.

- 6) **Food and drink:** There will be no University wide moratorium on drinking and eating in class, however, faculty (as they have always been able to do) can forbid food and drink in class.

¹ Sentences in “Course Modality” written in bold are insertions to the quoted text negotiated by the UPTF and the Administration.

- 7) **Promotion:** In order to hold PTF harmless for reductions to their workload, PTF will be able to “look back” to eight years to determine if they have enough semesters in a course pool to be eligible for promotion. This policy will be in place through the end of our current CBA.

However, as to avoid a serious disruption to the course pool documents for departments and colleges, this calculation must be done by the PTF as the course pool documents will only look back 7 years as is required by the CBA. In sum, the responsibility will be on the PTF to provide documentation as to their eligibility for promotion if going back 8 years.

- 8) **Leave of Absence:** PTF that are not comfortable teaching during COVID may request a Leave of Absence during the pandemic. This Leave will not prevent them from claiming their contractual Leave in the future. The administration will consider a request to not have a COVID leave of absence count on a case-by-case basis.
- 9) **“Noncompliance” with the vaccine mandate:** As the University website² notes, “If a student or member of the faculty, staff or administration comes to campus unvaccinated or without an approved exemption, they will face the repercussions currently codified in the various contracts, policies and procedures governing disciplinary procedures for the respective groups.” The UPTF Collective Bargaining Agreement separates disciplinary procedures into two categories: serious and not serious. Determination of whether a violation is a serious or not will be done on a case by case basis once all of the facts and circumstances of the violation are considered. [Once the determination is made, discipline will follow the process in the CBA.](#)
- 10) **Unless otherwise stated above, this MOU only applies to Fall semester 2021**

² <https://wayne.edu/coronavirus/vaccine-mandate>

Signatories to Memorandum of Understanding

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