

September 8, 2021

To: Jody Kreiman, Chair
Academic Senate

From: Carson T. Schutze, Chair
Faculty Welfare Committee

Re: In-Person Instruction Accommodation in Fall 2021

Dear Chair Kreiman,

The Faculty Welfare Committee (FWC) would like to thank you and your predecessors for the great amount of effort you have put in over the summer to prepare us for the resumption of in-person instruction, as reflected in the email from Senate leadership "Guidance for Instructors, Fall 2021" of August 30, 2021. We concur with the vital role that in-person instruction plays in a UCLA education.

After extensive discussion via email among our committee, we would however like to seek further clarification of one point that comes up in the document "FAQS for Faculty" dated August 27, 2021 that was linked from the abovementioned email. (Also, if there are any official policy documents issued by the Senate or the Councils that bear on our inquiries, pointers to them would be appreciated.) The point arises in response to "Q: I am the instructor of record scheduled for an in-person course, what if I do not feel comfortable teaching in person?". The material on which we seek clarification is "Classes cannot be changed to remote modality based on...c) immunocompromised or unvaccinated family members".

First, we wanted to confirm our understanding that "immunocompromised or unvaccinated family members" is intended in full generality, i.e. to include someone living with the faculty member who is their spouse/partner and is immunocompromised or their child under the age of 12 who is not eligible to be vaccinated. If so, our question is whether 1) the policy reflects senate leadership's belief that teaching in person will pose no appreciable risk to the family members of faculty in these particular situations, and therefore they can be compelled to do so without exception, or 2) the policy reflects senate leadership's belief that teaching in person may pose considerable risk to the families of some such faculty, but (though not explicitly mentioned in the current materials) the senate intends to provide some sort of accommodation that would obviate in-person teaching for those who request it.

If 1) is true, the FWC hereby urgently requests a meeting to discuss the risks that our colleagues in the aforementioned family situations will be facing, before the start of fall quarter instruction.

If 2) is true, the FWC requests details on how the relevant accommodations can be applied for, how this information will be disseminated to all instructors in the near future, and how uniform treatment of such requests will be ensured.

We look forward to an on-going dialog with senate leadership to ensure the safety of faculty and their families as this devastating pandemic continues to evolve.

cc: Estrella Arciba, Assistant Director, Academic Senate
Kathleen Bawn, Chair, Undergraduate Council
Michael Beck, Administrative Vice Chancellor and Co-Chair, COVID-19 Response and Recovery Task Force
John Caruso, Senate Analyst, Faculty Welfare Committee
Jessica Cattelino, Vice Chair/Chair-Elect, Academic Senate
April de Stefano, Executive Director, Academic Senate
Leah Lievrouw, Chair, Graduate Council
Megan McEvoy, Co-Chair, COVID-19 Response and Recovery Task Force
Shane White, Immediate Past Chair, Academic Senate
Members of the Faculty Welfare Committee