

Faculty Return to Campus Guidelines: Teaching and Service

The Working Group on Faculty Return to Campus has finalized guidelines for faculty seeking to return to campus for teaching and service responsibilities. Guidelines for resumption of on-campus research can be found [here](#).

Faculty often have greater freedom of decision-making than many other employee groups when it comes to deciding whether to pursue portions of their responsibilities on- or off-campus. However, COVID-19 safety requirements, which impact space usage and require contact tracing, have implications for what will be possible in the coming semesters. **Because of these limitations, being on campus requires more coordination and potentially greater prioritization than normal. Restrictions will loosen gradually and in phases.** The [framework](#) outlines how that coordination and prioritization will occur. Some key points:

- The guidelines **prioritize approaches that enable on-campus interaction** insofar as that is safe and feasible.
- Unless there is a health emergency requiring return to an essential services only model, **course delivery formats will not change mid-semester. Co-curricular activities may be possible** depending on institutional return-to-campus phases.
- **Individuals' ability and willingness to return to campus will be impacted by their susceptibility to COVID-19** and to serious complications from COVID-19. Like all employees, faculty have the legal right to be reasonably accommodated to the extent that law and human resource management practices allow or require.

Access to campus will gradually increase over the multiple stages of the University's Return to Campus Framework. A detailed outline of academic return-to-campus phases can be found in the full Faculty Return to Campus Guidelines (section C). For the academic year 2020-21 we strongly encourage everyone to continue work off-campus to the extent that that is possible.

Procedure for Requesting Return to Campus for Teaching and Service Activities

Faculty member's return to campus can be self-initiated or initiated by his or her department head because of teaching or other activities that need to occur on campus. Faculty members will be able to request access to campus facilities as soon as Zone and Flow studies are completed and departmental safety protocols are approved, via an electronic interface that will direct requests to the dean or dean's delegate as determined by the Faculty. Requests will generally be on a semester-by-semester basis. The following criteria will guide approval of individual faculty requests:

1. Courses, components of courses, or program learning outcomes that have been approved for face-to-face delivery on campus;
2. Preparation of instructional materials for courses that will be taught in the current academic year;
3. In institutional Phase 3: on-campus activities that will meaningfully enhance the student experience (see Guidelines);
4. Administrative or service activities which cannot practically be undertaken virtually; or
5. Other employment-related activities.

Once this decision has been made, please follow the requirements outlined for all employees returning to campus. Please review the full guidelines which can be found [here](#). A flowchart of the approval process can be found [here](#).