



Faculty Senate

Steering Committee

Minutes for meeting of Thursday, October 22, 2020, 4:00 pm

1. Call to Order at 4:00 p.m.
2. Roll Call via Qualtrics
3. Announcements – *Joseph Harrington*
 - a. This is a special meeting scheduled to deal with the exemption form that faculty have been asked to fill out for face-to-face teaching. Materials for Senate meeting will be going out later today. The Faculty Senate survey that was created by the Ad Hoc Health and Safety Crisis Response Committee was sent out a second time last week and closed on Tuesday evening.
 - b. Final interviews for CFO and CIO are scheduled coming up soon.
 - c. The Board of Trustees met this morning. They discussed a document to delegate authority to President to conduct the university's business. Bylaws and regulation changes were discussed and approved. Regulations are owned by the BOT and policies are owned by the university.
 - d. The regulation for Conflicts of Interests had to be amended to include research-integrity language in a new state law. He stated that the policy circulated at UCF was pulled back and that the Research Council will be helping with the updating of this policy. He acknowledged that the policy is to protect the security interests of the state and country but must at the same time protect individual rights.
 - e. A pre-tenure faculty member spoke about returning to classes in spring. He noted that it took courage for them to speak up.
 - f. The leadership team has met with several of the deans this week. He noted how different the needs of the various colleges are related to the pandemic issues and teaching remotely.
4. Recognition of Guests
 - a. Carly McCarthy, Communications and Marketing
 - b. Laurie Carroll, Faculty Senate Office
 - c. Michael Johnson, Office of the Provost
 - d. Joe Adams, Office of the Provost
 - e. Lucretia Cooney, Faculty Excellence
 - f. Jana Jasinski, Faculty Excellence
5. Report of the Provost
 - a. The provost noted that they approached fall's planning in the middle of summer with great caution. The COVID cases were continuing to increase. There were no procedures or guidelines in place. The deans were asked to schedule most classes as online classes. They were asked to keep classes on campus that needed to be face-to-face and then the rest would be remote. Since then, guidelines and procedures have been formed and instituted. There is currently an increase in cases. There has been no evidence of transmission in a classroom not only here, but anywhere in the SUS. Masks and hand washing

are very effective. Those who have been on campus realize that it is safe to work there.

- b. Planning for spring – The provost said that there is a responsibility to students to provide the on-campus experience. There is a social aspect to education, particularly higher education. There is also a responsibility to the state and the taxpayers that support us. The governor and the legislature feel it is important to increase the face-to-face classes for the spring. The deans have been asked to increase the face-to-face classes substantially for the spring. There are two limitations: capacity of classrooms with physical distancing and having extra consideration for faculty who are at higher risk. Masks and physical distancing have proven to prevent the transmission of COVID in the classrooms. Faculty are being provided a way to seek an exemption from having to teach in the classroom. It is recognized that the survey shows that a majority of faculty are concerned about returning to campus in the spring, but that may not be enough to change the plan. If there is a spike in cases, they may reconsider.
- c. A senator asked the provost what UCF's responsibility to the community is if more students come to campus and they are contracting COVID, which would increase the community transmissions as well. The provost noted that there are many students that are currently living off campus. He said that it would be the students' behavior out of class, not in a classroom that would affect the community transmissions. Chair Harrington asked if it is known how many students are currently living in the area. Another senator asked about the sample size in the public-school system and noted that there are two schools in her area that have been pivoted to remote. The provost said it is not possible to compare the two situations.

6. New Business

- a. Faculty Survey Results (attached)
 - a. Senator King shared the results of the survey sent out this week.
 - b. There is strong agreement that there has been good communication in colleges. There is strong disagreement that faculty are comfortable returning to campus in the spring, roughly 2/3 of the faculty. Of faculty who are currently assigned to teach face-to-face, over half are not comfortable coming back to campus. There is also a large number that are comfortable. Many of the faculty who are uncomfortable are the ones who do not know what their assignments are yet. Chair Harrington noted that it shows chairs are listening because the faculty members that are most comfortable going back to campus are teaching face-to-face.
- b. Resolution 2020-2021-5 Spring Teaching Considerations for COVID-19 Pandemic (attached)
 - a. Senator King gave an overview of the resolution that the Ad Hoc Health and Safety Crisis Response Committee formulated today. He brought it before the Steering Committee for their review. The committee reviewed the exemption form and were concerned that increasing face-to-face classes could undo the good work done in the fall. He noted that they are not asking the university not to teach face-to-face, but are making an easier process for

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faculty members to receive an exemption without having to disclose private information.

- b. A senator thanked the committee for coming up with the resolution so quickly. He wanted to know why adults over 65 weren't included because that age is mentioned on the CDC website as having an increased rate of death. He noted that the clause on getting a sign-off from a doctor is a privacy intrusion. He suggested adding "including family members" to that section. A final clause could mention that studies are still underway as to what categories could be considered for exemption. Senator King noted that the CDC website is very clear with the scientific evidence as to what conditions are at risk. He said they decided not to address age in the document.
- c. Another senator wanted to know if this is a motion to put the document on the Senate agenda and he is willing to second the motion. Senator King stated he is making a motion to put this resolution on the agenda for the full senate. The motion is seconded.
- d. A senator stated that there is concern in the College of Medicine that there is not evidence provided that shows there is no spread of COVID in the classrooms. He also noted that we may want to provide the next generation masks to employees and students or change the requirements of what constitutes a good mask.
- e. Another senator asked what protocol will be used on the exemption form for family members. How does the faculty member go to their physician to document the health of another individual? The provost said they would amend the form. She then asked who would cover the cost of the family member's doctor filling out the form. Senator King also noted that this form needs to be filled out within the next two weeks and it may not be possible to get in to see a doctor as it is not urgent care. He also noted that in the resolution they suggest that the Student Health Center or UCF Health do virtual visits to complete these forms. Chair Harrington asked why age over 65 was left off the form as a condition. The provost stated that age was not on the CDC's list, just the conditions.
- f. A senator stated that they are losing adjunct faculty in their college because of the strict exemption policy and that they are going to the community and state colleges because they are going to be online. He is concerned whether they will be able to provide the General Education Program courses that are needed.
- g. Another senator stated that she would like to make a motion to extend the time by 20 minutes to give faculty the time to make amendments to the resolution, second, vote taken, 10 in favor, 7 opposed.
- h. As an alternative, another senator suggested that the resolution be sent back to committee to be revised. Chair Harrington said that this would not be able to be done without going back through steering again.
- i. A senator asked whether a faculty member could certify that they are living with someone who is at risk. He made a motion that the form be amended to include this language and to send the resolution back to the committee for these changes. Chair Harrington stated that it would not be able to go to the senate next week if they sent it back to committee. He wants to know if the



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committee would consider moving the resolution forward and make amendments at the senate level. The senator withdrew his motion.

- j. Another senator pointed out that there is a further list on the CDC website of 12 other factors that are considered at-risk and would like these added to the list. Senator King said that the resolution already includes this and uses the exact verbiage from the website. They did not want to take the chance that the list would be amended and wanted to make sure everything was covered.
 - k. Motion to approve resolution as it stands and move to the senate floor, second.
 - l. Senator King proposed an amendment to replace “persons” health to be “faculty members or household members”, second, no discussion, motion passes 16 yes/1 no.
 - m. Another senator made a motion to add in the first “be it resolved” paragraph to add after “include” the words “faculty or household members who are 65 and older and expanded CDC guidelines”, second, no discussion, vote taken, motion passes 18 for/0 against.
 - n. Motion to put the resolution on the senate agenda as amended, vote taken, motion passes 18 for/0 against.
7. Other Business
- a. Chair Harrington noted that we are in early voting today and encourages faculty to encourage students to vote.
 - b. He would like the senators to consider changes to instructional modes based on the COVID experience.
 - c. He thanks everyone for their attendance today on very short notice.
8. Adjourned at 5:20 p.m.

RESOLUTION 2020-2021-5
Spring Teaching Plan Considerations during the COVID-19 Pandemic

Whereas, by following CDC Guidelines the University of Central Florida has maintained a relatively low campus spread of COVID-19 during the fall semester, in part by allowing faculty that 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 recent UCF Faculty Senate COVID-19 Campus Safety Survey shows that over 55% of Faculty that have been assigned face-to-face instruction modalities in the Spring semester are not comfortable coming to campus in the Spring semester, and that over 30% of faculty still do not know if they will be assigned face-to-face or remote instruction modalities for the Spring semester; and

Whereas, the UCF Provost announced on October 16th that UCF will be offering substantially more face-to-face instruction in the Spring semester than were offered in the fall 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 new process described on October 16th to allow faculty exemptions to face-to-face instruction has several problems, including only considering a subset of the preexisting conditions listed on the CDC website that are known risk factors or might be risk factors for more severe illness, an intrusive form to be signed by a Health Care provider that details multiple aspects of a faculty member's or household member's private health information and that may be in violation of standard HIPAA policies, a requirement for the faculty or family member with a pre-existing condition to have health insurance in order to see a medical provider and to complete the required paperwork by November 6th during a time when many medical practices have reduced capabilities to see patients for routine or consultation visits; and

Whereas, some faculty are prepared to make a choice to teach face-to-face in the spring semester despite potential COVID-19 risks; therefore

Be it resolved that discussions about faculty concerns and course modality preferences be a priority for supervisors and faculty; and

Be it further resolved that the UCF COVID-19 exemption form include faculty or household members aged 65 and older and the expanded CDC guidelines, found on the CDC website, for adults of any age with particular health conditions that might be at an increased risk for severe illness; and

Be it further resolved that the UCF 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; and

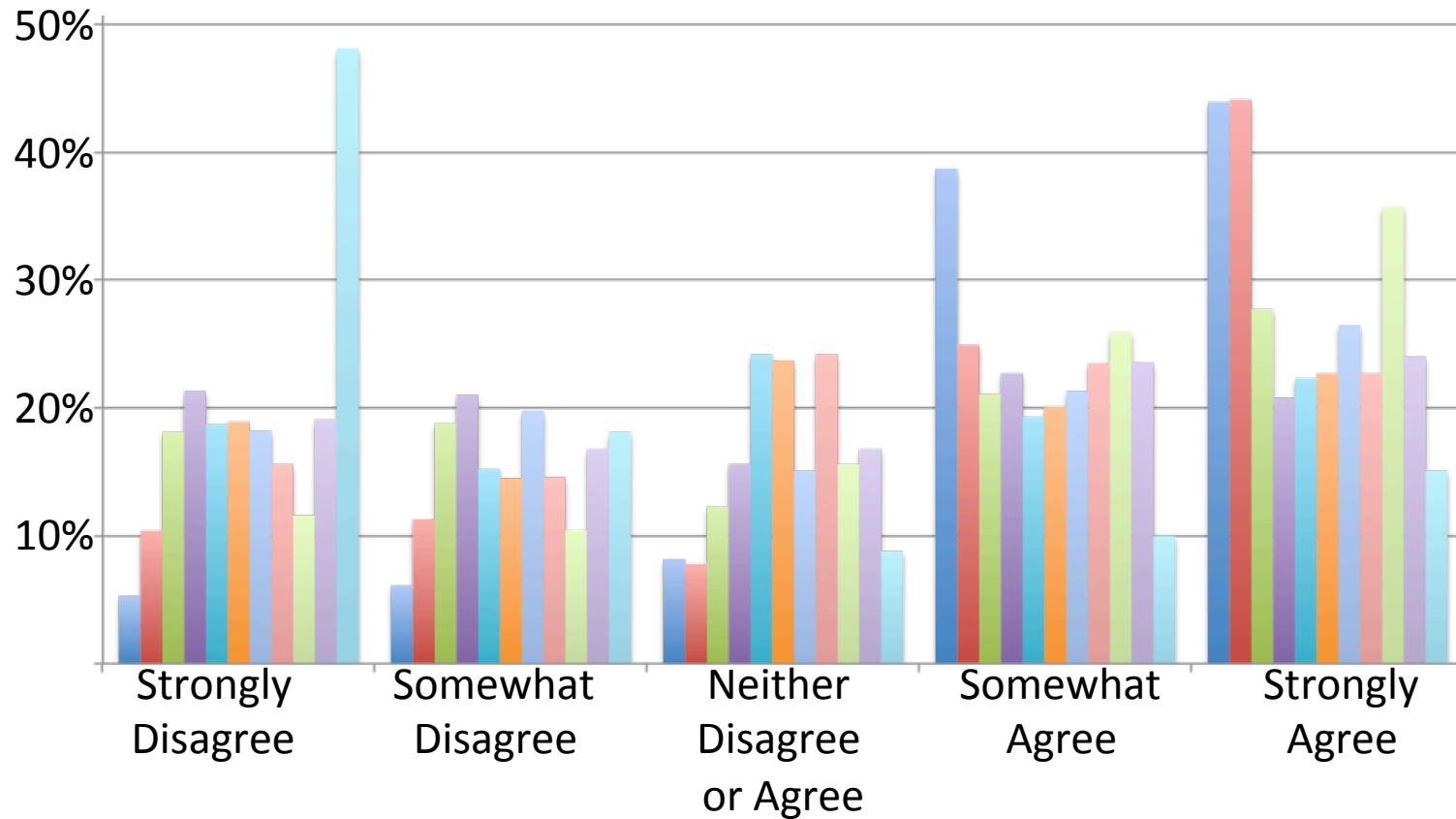
Be it further resolved that any University employee that either cannot get a timely appointment with their healthcare provider or is not provided health insurance by UCF, such as adjunct faculty, to have free access with the Student Health Center or UCF Health for a priority appointment to obtain verification of an exemption.

UCF Faculty Senate COVID-19 Campus Safety Survey

Response rate for faculty groups

	#	% return/type
Visiting	16	34.0
Adjunct	87	13.4
Non-tenure-earning	336	43.6
Tenure-earning	158	49.5
Tenured	370	47.7

Return to Campus Plan Questions



- I am knowledgeable about and understand The Plan
- I am confident in my ability to follow The Plan in my workspace or classroom (i.e. masks, social distancing)
- I am confident in my ability to enforce The Plan in my workspace or classroom (i.e. masks, social distancing)
- The Plan will maintain the health and safety of the UCF community
- The Plan is equitable
- The Plan is fair
- I am prepared for the spring semester
- My department is prepared for the spring
- I have received appropriate communication and timely information from my area/department
- I have received appropriate information from the University
- I feel comfortable coming to the campus in the spring

I feel comfortable coming to the campus in the spring

I feel comfortable coming to the campus in the spring	
Strongly disagree	48.2%
Somewhat disagree	18.0% 66.2%
Neither agree nor disagree	8.8%
Somewhat agree	9.8% 25.0%
Strongly agree	15.2%

I feel comfortable coming to the campus in the spring		Are you assigned face-to-face classroom teaching in the spring semester?			
		Yes F2F	No F2F	Don't know	No classes
Strongly disagree	48.2%	41.3%	47.5%	57.7%	29.5%
Somewhat disagree	18.0% 66.2%	16.0% 57.3%	19.3% 66.8%	17.4% 75.1%	29.5% 59.0%
Neither agree nor disagree	8.8%	9.8%	6.4%	6.8%	13.1%
Somewhat agree	9.8% 25.0%	10.1% 31.2%	8.9% 19.3%	9.4% 17.5%	14.8% 27.9%
Strongly agree	15.2%	21.1%	10.4%	8.1%	13.1%

Are you assigned face-to-face classroom teaching in the spring semester?		
Yes, at least some face to face teaching	41.5%	Yes F2F
No, I have no face to face contact in my teaching	20.6%	No F2F
I don't know yet	31.7%	Don't know
I am not teaching in the spring	6.2%	No classes

I feel comfortable coming to the campus in the spring

I feel comfortable coming to the campus in the spring	
Strongly disagree	48.2%
Somewhat disagree	18.0% 66.2%
Neither agree nor disagree	8.8%
Somewhat agree	9.8% 25.0%
Strongly agree	15.2%

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Neither agree nor disagree	8.8%	9.8%	6.4%	6.8%	13.1%
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Strongly agree	15.2%	21.1%	10.4%	8.1%	13.1%

Are you assigned face-to-face classroom teaching in the spring semester?		
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I don't know yet	31.7%	Don't know
I am not teaching in the spring	6.2%	No classes

Coronavirus Disease 2019 (COVID-19)



- Your Health
- Community, Work & School
- Healthcare Workers & Labs
- Health Depts
- Cases & Data
- More

- Your Health
- Symptoms
- Testing
- Vaccines
- Prevent Getting Sick
- If You Are Sick
- People at Increased Risk**
 - Older Adults
 - People with Certain Medical Conditions**
 - Other People Who Need Extra Precautions
- Daily Activities & Going Out

YOUR HEALTH

People with Certain Medical Conditions

Updated Oct. 16, 2020


Languages Print



Summary of Recent Changes

Revisions were made on October 6, 2020 to reflect recent data supporting increased risk of severe illness from the virus that causes COVID-19 among adults with COVID-19 who have obesity, who have overweight, or who smoke or have a history of smoking. These revisions also make the document more explicit about data and implications for adults and for children. The listed underlying medical conditions in children were also revised to indicate that these conditions **might** increase risk to better reflect the quality of available data currently. This reflects the fact that there are less data available for children and does not imply that children are not at risk. We are learning more about COVID-19 every day, and as new information becomes available, CDC will update the information below.

- Travel +
- Children & Teens +
- Stress & Coping +
- Pets & Other Animals +
- Frequently Asked Questions

 **Get Email Updates**

To receive email updates about COVID-19, enter your email address:

Email Address

[What's this?](#) Submit

Adults of any age with **certain underlying medical conditions** are at increased risk for severe illness from the virus that causes COVID-19:

Adults of any age with the following conditions **are at increased risk** of severe illness from the virus that causes COVID-19:

- [Cancer](#)
- [Chronic kidney disease](#)
- [COPD \(chronic obstructive pulmonary disease\)](#)
- [Heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies](#)
- [Immunocompromised state \(weakened immune system\) from solid organ transplant](#)
- [Obesity \(body mass index \[BMI\] of 30 kg/m² or higher but < 40 kg/m²\)](#)
- [Severe Obesity \(BMI ≥ 40 kg/m²\)](#)
- [Sickle cell disease](#)
- [Smoking](#)
- [Type 2 diabetes mellitus](#)

COVID-19 is a new disease. Currently there are limited data and information about the impact of underlying medical conditions and whether they increase the risk for severe illness from COVID-19. Based on what we know at this time, adults of any age with the following conditions **might be at an increased risk** for severe illness from the virus that causes COVID-19:

- [Asthma \(moderate-to-severe\)](#)
- [Cerebrovascular disease \(affects blood vessels and blood supply to the brain\)](#)
- [Cystic fibrosis](#)
- [Hypertension or high blood pressure](#)
- [Immunocompromised state \(weakened immune system\) from blood or bone marrow transplant, immune deficiencies, HIV, use of corticosteroids, or use of other immune weakening medicines](#)
- [Neurologic conditions, such as dementia](#)
- [Liver disease](#)
- [Overweight \(BMI > 25 kg/m², but < 30 kg/m²\)](#)
- [Pregnancy](#)
- [Pulmonary fibrosis \(having damaged or scarred lung tissues\)](#)
- [Thalassemia \(a type of blood disorder\)](#)