



Faculty Senate

Faculty Senate

Agenda for meeting of Thursday, October 29, 2020, 4:00 – 6:00 p.m.

Zoom Meeting for Senators and Guests:

<https://ucf.zoom.us/j/91875299765?pwd=a0tBUGkyemdPcld6ZTY4WWM1VHFMdz09>

Meeting will be recorded and streamed live at: <https://youtu.be/MD3-bCh28jo>

1. Call to Order
2. Roll Call via Qualtrics: http://ucf.qualtrics.com/jfe/form/SV_0rpFpLL8Lb7BmAZ
3. Approval of Minutes of *October 1, 2020*
4. Recognition of Guests
5. Announcements
6. Report of the Senate Chair
7. Report of the President
8. Report of the Provost
9. Committee Reports
 - a) Ad Hoc Budget and Labor Crisis Response – Reid Oetjen
 - b) Ad Hoc Health and Safety Crisis Response – Stephen King
10. Old Business
 - a) COVID 19 on Campus Update
 - b) Discussion of Time Change to Start at 3:00 for Senate and Steering Committee Meetings beginning in 2021-2022 Senate year
11. New Business
 - a) Resolution 2020-2021-5 Spring Teaching Considerations during the COVID-19 Pandemic
12. Committee Reports, continued
 - a) Budget and Administrative Committee – *Steven Collins*
 - b) Information Technology Committee – *James Gallo*
 - c) Parking, Transportation and Safety Committee – *Adam Wells*
 - d) Personnel Committee – *Stephen King*
 - e) Research Council – *Victoria Loerzel*
 - f) Graduate Council – *Jim Moharam*
 - g) Undergraduate Council – *William Self*
 - h) Ad Hoc Campus Diversity, Equity, and Inclusion Actions and Programs – *Joseph Harrington*
 - i) Ad Hoc Internal Communications – *Joseph Harrington*
13. Campus Climate Report – Campus Safety during Recent Guest Visit – *Carl Metzger*
14. Other Business
15. Adjournment



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Minutes for meeting of Thursday, October 1, 2020, 4:00-6:00 pm

Meeting recording available at: <https://youtu.be/ARSK4RDdiIE>

1. Call to Order at 4:01 pm
2. Roll Call via Qualtrics
3. Approval of Minutes of *September 3, 2020*
 - a) Motion to approve minutes, second,
 - b) Discussion on amendments to the minutes
 - i) Added that police and professors are both government employees covered by constitutional protection of free speech. In focusing on diversity issues, we may need to consider where the rights of free speech and academic freedom intersect a student's legal right to nondiscriminatory requirement.
 - ii) On the following line, delete 2nd "made"
 - iii) There are three edits to the Calendar Committee report. The first one is to replace 2023-2024 with 2022-2023 wherever it occurs. Add Osceola County to the list of public schools. Add "likely" before "align their dates".
 - iv) Move the Calendar report to after the Campus Climate report.
 - c) Motion to accept changes to minutes, second, no further discussion, vote taken, motion passes.
4. Recognition of Guests
 - a) Joe Adams, Academic Affairs
 - b) Theodora Berry, Undergraduate Studies
 - c) Paige Borden, Analytics and Integrated Planning
 - d) Alexander Cartwright, Office of the President
 - e) Robert Cassanello, United Faculty of Florida
 - f) Lucretia Cooney, Faculty Excellence
 - g) Maribeth Ehasz, Student Development and Enrollment Services
 - h) Rodney Graham, Student Government Association
 - i) Elizabeth Hamilton, Administrative Affairs
 - j) Allison Hurtado, Faculty Excellence
 - k) Jana Jasinski, Faculty Excellence
 - l) Michael Johnson, Office of the Provost
 - m) Elizabeth Klonoff, Office of Research
 - n) Timothy Letzring, Academic Affairs
 - o) Kristy McAllister, Office of the President
 - p) Carly McCarthy, Communications and Marketing
 - q) Michael Sink, UCF IT
 - r) Michael Terry, Rosen College of Hospitality Management



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5. Announcements – *Joseph Harrington*

- a) At the Steering meeting we handled all the topics we have received for action in the senate this year and delegated them to the committees/councils.
- b) Committees should have received their list of topics as they stand. It a live document that can be updated throughout the year.
- c) Changes made in the charge of the Equity, Inclusion and Diversity Ad Hoc Committee will be discussed in the committee report.

6. Report of the Senate Chair – *Joseph Harrington*

- a) Website work continues on the new Faculty Senate website. The leadership team will be viewing it at a meeting later this month, after they've moved a lot of the old content over.
- b) The Advisory Council of Faculty Senates (ACFS) of the Board of Governors met. This is a meeting of all the senate chairs and past chairs. The meeting focused on two issues; an issue at another university and diversity actions that the Board of Governors is considering. There is a memo that is being worked on.
- c) Student government reached out about the syllabus database resolution they had passed last year which we have reported here received generally positive response and that item is now with the UPCC and so they have been referred to the chair of that committee.
- d) Voter registration drive – on Monday evening, the leadership put together a voter registration drive asking faculty to spend a few moments in their classrooms talking about our civic duty to vote and how to get registered. It is a nonpartisan drive. UCF's voting activity in the last two mid-term elections had more participation than previous years. UCF voted at 9% higher than the national average.
- e) Joe noted that attendance goes down a little bit toward the end of the meetings and would like to discuss whether an earlier meeting time would help, for example moving the start time to 3:00 for next senate year. He asked the faculty members to raise their hands if they are in favor of it.
- f) A senator asked when we would know so that we could tell our chairs to make schedules accordingly. Chair Harrington stated that it would be something that the Steering Committee would have to take up and we might even bring it up to the floor of the full Senate for a vote. It certainly would not be done hastily. Many faculty members are interested in this change, so Chair Harrington will take this item to the next Steering meeting. 38 people voted in favor of looking into this.
- g) At this point, there are no COVID 19 cases contacted traced from a classroom.

7. Report of the President – *Alexander Cartwright*

- a) He thanks the Faculty Senate for encouraging students to vote.
- b) Thoughts about the future – The president stated that he sent an email earlier this week about envisioning the future of UCF together. He will be holding a number of conversations with faculty and staff in the colleges and divisions across campus about what we want to be and how we will get there. These are being set up right now with the colleges. He will also be meeting with student leaders for their input as well. He felt that we have incredible potential to be one



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- of the leading metropolitan research universities. He thanked the faculty for their commitment.
- c) He noted that UCF was ranked in the US News and World report as one of the nation's most innovative universities. Our location and partnerships with industry and the community certainly position us strongly. We can attract exceptional talent to this region. He felt lucky to be joining an institution that has a strong foundation and felt we are on the path to be a top 50 public research university. We will be spending the next year focusing on our excellence in the areas of operational and inclusive excellence. How can we be better in those areas and what can we do better to move the university forward? It is critical to our future and critical to this mission and we should think how we can strengthen our academic infrastructure and, of course, our culture.
 - d) We are in the process of building the leadership team. We have national searches underway for the senior vice president for Administration & Finance and also for Chief Information Officer. Additional searches will be getting underway soon for Operations and for Diversity, Equity and Inclusion.
 - e) President Cartwright thanked the committees and all faculty members who have been appointed to these committees. For the Senior Administrative and Finance search committee, he thanked co-chairs, Dean Paul Jarley and our AVP for Finance Affairs, Kristie Harris. For the CIO, he thanked Dean Jeff Moore and our Associate Provost and Chief Analytics Officer, Paige Borden for being involved. They to continue to focus on how we recruit an exceptional and diverse pool. This month the committees are meeting, and they are vetting candidates. He hopes to be interviewing candidates by the end of the month. All interviews will be done virtually. The campus will have an opportunity to hear from the candidates and participate in zoom and actually ask questions and be involved and giving feedback. We want them to be open and transparent.
 - f) Moving forward, we really do need to think about what areas within our academic strengths we will continue to build, how can we become internationally known and exceptional in some areas and that of course will continue to lift all the areas around that so we are going to think about how to invest strategically. We would like to promote and get the message out about how much better we are than our rankings indicate. We want to build trust in engagement and accountability. He appreciated the faculty being a part of the process. We will be delivering on our diversity and inclusion initiatives. We want to be elite, but not be elitist. He is looking forward to hearing from faculty about our future.
 - g) A senator pointed out that all the university's top leadership are white males. The most recent appointment was the interim provost, who is another white male. There is no diversity. He suggested that there be a reconsideration the two-year appointment of interim provost, given light that our second largest population is Hispanic. This senator suggested that since the Supreme Court has already found that you can factor the demographics of the population, that you go forward with a solicitation of a new provost. It begins with the top. The president said that they made a careful decision in asking the interim provost to stay on for two years. He said that there are four senior level searches going on right now. He would like to focus on those searches and in the spring will look at moving forward. He would like to wait to start the provost search until next year.



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- h) Another senator asked about the strategic investment fund. Three percent of college budgets are being siphoned off to go into this fund and wants to know what the process is of deciding how to use these funds. The president said that there will be a committee that will help evaluate the projects and assist the provost and president in deciding how to disburse the fund. It will be going through our budget committee that we established. We have not yet made a call for any proposals. He noted that one of the things that talked about last time is that it is the goal to do a three percent and the six percent from administrative units and to put that into a strategic investment fund. At the same time, they recognize too that they have financial challenges that may come with the state funding. We want to know where we are with that before we launch a request for proposals. When we do that, it will be an open process. There are challenges that come with the state funding before launching a request for proposals. Chair Harrington said there are four faculty on the budget committee, as well as a couple of deans, so there is good representation. The president said that he hopes there will be some funds available to invest strategically.
- i) (a question from chat) A senator would like to know if the Strategic Planning Work Group still exists. The provost stated that the work group is mainly working on what should go to the UBC. That group would consider urgent requests for CARES act money.

8. Report of the Provost – *Michael Johnson*

- a) The provost said he is happy to see faculty asking students to register and vote.
- b) So far, the semester is going reasonably well and face-to-face and remote classes have been effective not without complaints for sure. Grateful for all that the faculty have done to support students in this very challenging time.
- c) The pandemic has been reasonably under control. Florida and Orange County are stable. The University's dashboard numbers for student and faculty cases have been the same since the beginning of the semester. Last week there were about 91 student cases. There have been only two cases of faculty reported in each of the last two weeks. There have not been any cases traced back to transmission in the classroom. If there is a student that tests positive in a class, a faculty member will be alerted. They should not take it upon themselves to notify their classes. It will be handled by the proper authorities. If a student tells a faculty member that they have tested positive, please ask them to call the COVID hotline. If action is needed the proper authorities will advise faculty what to do and they should not act on their own.
- d) Random testing has started with the Greek houses. In the ensuing weeks, on-campus residences and faculty teaching in-person classrooms will be randomly asked to be tested.
- e) The Governor announced last week that Florida has moved into Phase 3. This does not change the policies of the university for wearing masks and physical distancing. He noted that the extent to which we can require compliance with visitors is a concern. The attorneys are looking into that.
- f) Planning for spring is underway. He has asked the colleges to begin planning more classes on campus. If the situation deteriorates, we still can pivot. He noted that when planning for fall happened in the middle of summer, when the epidemic was at a peak and while faculty and staff were working remotely. As a



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- result, they were quite cautious, more so than many of the other institutions. Many faculty and staff are now back on campus, but it's clear that the precautions being taken are working. Classes with low density are effective. There are no cases of in class transmissions. It cannot be a normal semester because we must respect distancing. The classes are so reduced that there will not be the same number of seats. We will have to work these out by the end of November for spring.
- g) The status of spring break has not yet been determined. Some universities are canceling spring break and starting a week late. Others are moving spring break to the end of semester. Some are talking about breaks late in the semester.
 - h) We are preparing for three Deans searches – Library, CREOL and College of Sciences. There will be more details coming.
 - i) US News and World Report rankings – UCF was ranked 77th in national rankings. We are among only three public universities in the nation to improve our ranking for each of the last three years. It turns out that there are outcomes that keep us from moving up in the rankings. We will try to make the state understand what a great investment that UCF is. We are in the top 50 for graduation, retention, the quality of the students that we admit, social mobility, and graduation indebtedness and these all play a part in these rankings. Our financial resources and our student faculty ratio are far from the top 50. Our financial resources hold us back in this ranking and in others.
 - j) (chat) A senator asked about the new dean for the Library. How does this fit with the resolution 2016-2017-4 guidelines for academic structure since the library is not a college? The provost said he had not considered this. He said that to some extent these things change over time. Many years ago, it was common to have directors. At this point, it is common in research universities to have this position titled as a dean. It is important to get qualified candidates. It is also a statement of the significance of the library in a research university.
 - k) The same senator posed a follow-up question as to whether the university will be reconsidering hiring a dean to form a College of Communications in New Media. The provost noted that as dean he encouraged the Nicholson School to join the COS, but now he feels there shouldn't be separation at this time and Nicholson should not become a separate college. At this time, the administrative structure would be cost prohibitive.
 - l) Chair Harrington asked about the reporting structure/difference between dean and director for the library. The library director reported to Joel Hartman, ITR. ITR was dissolved after Joel retired. It was felt the dean, like other deans, should report to the provost instead, which would elevate the position of the library, in order to vary their needs and opportunities.
 - m) (chat) A senator noted that labs are set up on a week by week basis. Moving spring break to where random days could be taken off would cause problems for these classes. The provost said that removing spring break would make a long stretch without a break.
 - n) Another senator said there was a concern raised by their staff members who check out equipment that have tested positive for COVID. He also wanted to know what type of questions would be asked by the contact tracing personnel. The provost said that the students will be asked to self-isolate for two weeks,



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including not returning any equipment that was checked out. He also noted that the equipment should be cleaned immediately once returned.

- o) (chat) A senator said that adding spring break to the end of the semester would be most helpful to faculty and students, extending the length between spring and summer courses.

9. COVID Committee Reports

a) Ad Hoc Budget and Labor Crisis Response – *Reid Oetjen*

- i) This committee has met twice. They focused more on research rather than the teaching aspects. With the travel ban, some faculty are unable to travel. Faculty with children are also having trouble focusing on their research. They have found some colleges are not granting course releases.
- ii) They are concerned about the budget cuts for the library.
- iii) They have been getting requests for BRIDGE funding for faculty and students.
- iv) A senator asked about discussion from a previous meeting about funding for faculty who would want to order equipment for their home offices to bring it up to par with their equipment from on campus. Senator Oetjen said he will look into it to see if possibly CARES funding could be used for this.
- v) Another senator wanted to know if there is a limit to what equipment can be brought home. Senator Oetjen said that there is an off-campus form that should be filled out in order to bring equipment home.

b) Ad Hoc Health and Safety Crisis Response – *Stephen King*

- i) This committee is still meeting and is pleased with how well the contact tracing is going.
- ii) They are moving to monthly meeting because of how well things are going.
- iii) They are pleased with the rapid testing.
- iv) It is clear from looking at the data that a large number of students are not using the app. There is one model of that they found was very good. In order to get into the RWC, students must show that they've used this app. They feel it would be good for other entities to do the same thing.

10. Old Business

a) COVID-19 on Campus Update

- i) No updates beyond what was discussed earlier.

11. New Business

a) No new business

12. Committee Reports

a) Budget and Administrative Committee – *Steven Collins*

- i) There have been three meetings so far. At the last meeting, Michael Sink gave an overview of the ERP selection process. UCF has set aside \$50M to cover phase one which will cover two years. The amount of money is related to UCF's size and the complexity of the system. A large part of the cost will



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not be going to the vendor, but to a consulting firm that will oversee the process.

- ii) The committee received an overview of the budget in the last two meetings. They have begun to discuss issues. They will be hearing from Accessibility Services and the library about their budget challenges.
- b) Information Technology Committee – *James Gallo*
 - i) There have been two meetings. They are trying to fine tune what they currently have and identify what is important and what they can focus on for this year.
- c) Parking, Transportation and Safety Committee – *Adam Wells*
 - i) This committee met on Monday. Golf cart speeds have been reduced from 20 to 15 MPH. The chief of police sent remarks that there are plenty of parking spaces on campus. A question in Steering about the budget cut for the police. They received a 1M cut, but that was a nonrecurring amount that did not get re-funded.
 - ii) Chair Harrington asked about an incident on campus about an agitator that came on campus and the police arrived. He would like to see follow up on this incident. Senator Wells said he would follow up on this. Rodney Graham sits on the PDs advisory council. The police presented their thought process to the student council. They did not realize that she was coming on campus. They did not realize how much her presence on campus would affect students. Chair Harrington noted that the police did not handle the situation well. He wants to know if the police have an opinion how it should have been handled. Rodney noted that the police realize that it was not handled well and will be doing training on how to handle these types of incidents.
 - iii) A senator asked who the student was. Rodney said Katelyn Bennett.
 - iv) Another senator stated that there was a large crowd that formed and social distancing was not being enforced. The president stated that the statute was changed that people in public cannot block or disrupt those on campus from doing their jobs or entering buildings. The police were there to make sure that everyone is as safe as possible. He felt there should be better coordination for these types of incidents. There should have been more people there to help with the number of people that ended up showing up unexpectedly. The group did notify that they were coming to campus, but the number of people that showed up was more than expected.
 - v) IDs are now required to ride the campus transportation.
- d) Personnel Committee – *Stephen King*
 - i) They have had two meetings. They are going over the topics list and deciding how to work on them this year. Some topics being looked at are issues related to married couples being barred from certain committees, anonymizing supervisor surveys, reviewing the prohibited conduct policy, problems with the digital training for faculty and staff, and reviewing upcoming policies up for approval regarding prohibition of discrimination, harassment and related interpersonal violence, as well as the Title IX grievance policy.
- e) Research Council – *Victoria Loerzel*
 - i) Committee has met once. They talked about the seed funding and how it does not cover publication fees. They also talked about the process for the five-day rule. They will be continuing that discussion in the next meeting.



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- f) Graduate Council – *Jim Moharam*
 - i) The council was charged and the committees have begun meeting. They voted to suspend the GRE requirement for next year. In the future there will be a discussion about the GRE as a whole as to whether to require it university-wide. It is still required for the Ph.D program without having an approved master's degree.
 - ii) The provost said that there has been a draft of a regulation which will be brought to the Board of Trustees' next meeting lifting the requirement university-wide.
- g) Undergraduate Council – *William Self*
 - i) The council has met and been charged and elected leadership for the year. In the last meeting, Tim Letzring let them know that there is a new system coming for course and program approval but will be keeping Curriculog for this year. No policies or programs have been approved yet.
- h) Ad Hoc Campus Equity, Inclusion and Diversity – *Joseph Harrington*
 - i) Chair Harrington had a meeting with Kent Butler, President Cartwright, Provost Johnson and Mike Kilbride about who would handle what issues. Kent Butler's committee will handle university-wide issues. The Faculty Senate committee will handle issues relevant to faculty. The chair of this committee will have a seat on the University Committee. In Steering, the charge was changed to have the Bylaws Committee consider making this committee a permanent committee.
 - ii) New committee title: Ad-Hoc Equity, Inclusion, and Diversity Committee
 - iii) New charge: Develop and evaluate programs and policies in areas within the purview of the Faculty Senate whose goal is to reduce systemic racism or improve equity, inclusion, and diversity at UCF. The committee will work with existing entities, including relevant Senate committees, to bring these ideas to fruition and to evaluate the effectiveness of such programs. The committee also handle EID-related personnel and policy issues.
 - iv) At the Senate Leadership meeting earlier this week, staffing for the committee was discussed.
 - v) A senator wanted to know whether any items will be taken from Personnel for this committee. Chair Harrington said any new items would be discussed with the Personnel chair prior to making any changes.
- i) Ad Hoc Internal Communications – *Joseph Harrington*
 - i) The committee has not met.

13. Campus Climate Report – *Robert Cassanello, United Faculty of Florida*

- a) This is his one-month anniversary as president of UFF. He had his Senate Liaison team help him prepare his presentation.
- b) Right now, we are bargaining Article 23 salaries. UCF has the highest faculty/student ratio in the SUS, yes one of the lowest salaries in the state.
- c) Therefore, they are requesting a 3% salary raise, \$1500 COVID stipend and promotion increases from 10-11%.
- d) The next bargaining sessions will be on October 7th and October 28th from 1:30-3:30. Faculty are welcome to attend the meetings but must request a Zoom link from Briannis Weston.



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- e) Committee structure overview: Senate Liaison, Government Relations, Grievance, Bylaws & Constitution Revision, Diversity and Equality, Publications, Membership. For more information, visit: <https://www.uffucf.org/committees>
- f) He is a trained labor historian. One of the things that interested him is the way the labor unions communicated. He meets and consults with other chapter presidents. He is in tune and hearing things going on in other campuses. There are concerns about increasing in-person classes in the spring. UF has recently imposed a furlough policy which they are keeping an eye on.
- g) Chair Harrington stated that he and Robert have had a great relationship since he took office and he appreciates that they are in sync with many things they are talking about.

14. Other Business

- a) Chair Harrington read a question from the chat. Is there an official fall enrollment number yet? The president says he does not have it yet. Dr. Berry said that she received a report from Brian Boyd this morning and will look at the number and report. The number is 71,759 students enrolled for fall semester.
- b) The provost would like to know if the Senate would like a report from the Chief of Police and SDES regarding the incident referred to earlier in the meeting.
- c) A senator said he would like to know more about this incident and how things can be changed for the future.
- d) Chair Harrington asked the senators to vote. 33 for/4 against. The leadership will take this item into consideration.

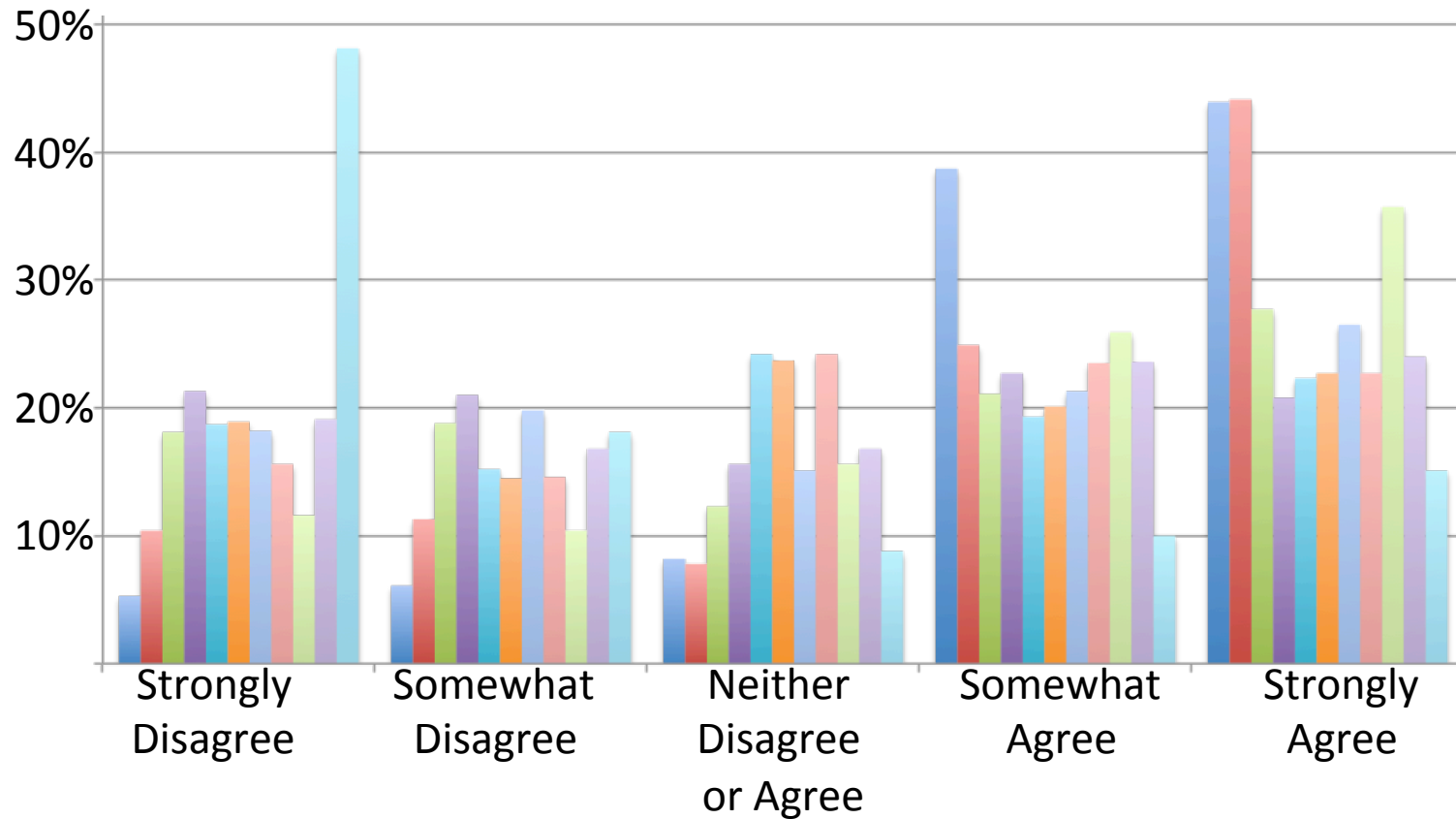
15. Adjourned at 5:52 p.m.

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%
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?		
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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

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.

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

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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 \(a type of blood disorder\)](#)