

## Faculty and Instructors Subcommittee Summary

This document summarizes methods and recommendations from the Future of Work faculty and instructors subcommittee. The recommendations became the basis for [fall 2021 guidelines](#) released in March 2021.

### Faculty and Instructors Subcommittee Members

- Kristin Bauer, associate board counsel and director of human resources/Merit systems, Iowa Board of Regents
- Ann Byrd, deputy counsel, Office of the General Counsel
- Jamarco Clark, director of leadership and engagement, Center for Student Involvement and Leadership, Division of Student Life
- Nate Fethke, associate professor of occupational and environmental health, College of Public Health
- Lois Geist (chair), associate provost for faculty and professor of internal medicine
- Diane Rohlman, professor of occupational and environmental health, College of Public Health
- Sara Sanders, dean and professor of social work, College of Liberal Arts and Sciences
- Liz Tovar, interim associate vice president for diversity, equity, and inclusion
- Tanya Uden-Holman, associate provost and professor of public health

### Faculty and Instructors Subcommittee Charge

Originally charged with addressing a range of culture, workforce, and leadership questions, the subcommittee refocused its work to meet the need for guidelines that would support a return to classroom teaching in fall 2021.

The resulting [guidelines](#), released in March 2021, asserted the importance of in-person instruction and established that while some administrative and research tasks can be completed remotely, most teaching takes place on campus.

### Methods

After review of its charge, the university's needs, and the unique nature of teaching and student mentoring, the subcommittee focused work around two priorities:

- Clarifying which work arrangements effectively support teaching, research, and other faculty/instructor responsibilities
- Establishing specific guidelines for fall 2021

### Recommendations

Committee recommendations support returning to an on-campus, residential student experience for fall 2021.

### **Recommendation 1: Establish Conditions that Support Return to In-person Teaching Starting in Fall 2021**

Faculty and instructors will return to in-person classroom teaching under the following scenarios:

- The university will hold classes in buildings that meet CDC COVID-19 ventilation recommendations. This means some lecture sections with more than 150 students may be moved online to provide greater classroom flexibility.
- We anticipate that face masks will continue to be required in the classroom for both students and instructors. In some cases where there is greater distance between instructors and students, instructors may be able to wear only a face shield to assist with the delivery of course material.
- Courses that were taught online prior to COVID will presumably remain online. These courses are designated as EX\* sections.
- Faculty and instructors can request that courses with enrollments of less than 150 be taught virtually as part of a plan to permanently move the course online for strong pedagogical reasons. These courses will be designated as EX\* sections.
- Faculty and instructors will not be required to offer an online option for a course scheduled to be taught in-person based on a student request.
- Thesis and dissertation defenses may be held virtually or in-person.
- Office hours may be held virtually or in-person.
- There will be no faculty Temporary Alternative Work Assignment (TAWA) process for the fall 2021 semester. Requests for teaching arrangements that differ from these guidelines will be treated as disability accommodations managed by Faculty and Staff Disability Services.
- Faculty and instructors are expected to be on-campus during the academic year. Faculty members requesting to teach from out of state or abroad should consult with their DEOs, submit requests through workflow, and receive prior approval.

### **Recommendation 2: Provide Research Teams Flexibility to Resume In-person Work while Conducting Some Activities Virtually**

- Research laboratories may return to their usual processes and procedures based on guidelines from the Office of the Vice President for Research.
- Lab/staff meetings may be held in-person or virtually. Participants are expected to wear face masks for in-person meetings.
- Visit <http://covidresponse.research.uiowa.edu> for specific information.

### **Recommendation 3: Retain Virtual Options for Suitable Activities**

- Units are encouraged to hold staff meetings virtually.
- Conferences, seminars, etc., may remain virtual or offer virtual options to enhance participation.