

July 22, 2021

TO: Members of the Academic Senate
Members of the Academic Federation

FROM: Philip Kass, Vice Provost for Academic Affairs

Dear Colleagues:

Following direction provided by President Michael Drake, the Council of Chancellors, and Provost and Executive Vice President for Academic Affairs Michael Brown, the University of California will be returning to in-person operations, effective fall 2021. The UC administration and Academic Senate Leadership concur that the default mode of instruction and research is in-person.

As a residential university, UC Davis will now, while continuing to be mindful of public health considerations, return to conducting teaching, clinical responsibilities, and research as it did prior to the COVID-19 pandemic. This return to in-person work includes teaching and research, with faculty/academics, staff, and students physically present. The interactions and shared experiences that result from our collective presence on campus are essential for maintaining a robust and inclusive community that supports the core mission of the university: teaching, research, and service that touches the lives of our students, the people of California, and the world beyond.

As codified in the Academic Personnel Manual (APM - 110), an academic appointee is primarily engaged in teaching, research or other creative activities, clinical care, the cultivation of scholarly or creative competence, and/or the public service mission of the University, and is critical to the educational experience of our students and trainees. As we plan and take steps toward re-opening in-person University operations, it is important to refer to the same policies as guidance in how we further the University's mission of discovering and advancing knowledge in undergraduate education, graduate and professional education, research, and other public service.

Consistent with APM - 025 (Conflict of Commitment and Outside Activities of Faculty Members), APM - 671 (Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants), and APM - 700 (Leaves of Absence/General), in order to fulfill obligations to students, colleagues, and to the University as a whole, academic appointees must maintain a significant presence on campus; hold classes; have consistent office hours; administer examinations as scheduled; be accessible to students, staff, and colleagues; and fulfill service obligations. For represented academic appointees, the relevant collective bargaining agreements provide information, including the management rights and work authorization provisions.

For most of the campus, fall 2021 begins with the commencement of fall Quarter on September 20, 2021. Some professional schools that are on the semester system follow different academic

calendars, and for their academic appointees fall 2021 begins with the commencement of their respective semesters in August.

There will be some restricted allowances and flexibility in the fall for a limited number of specific circumstances in which academic appointees may temporarily be physically away from their on-campus worksites, and all require prior approval (APM – 700 series). They include:

1. Sick leave/medical leave
2. Family and medical leave (“FMLA”)
3. Holidays
4. Vacation
5. Sabbatical leave
6. Leave for service to governmental agencies
7. Military leave
8. Leave to attend professional meetings or other university business
9. Other leaves with pay
10. Other leaves without pay
11. Family accommodations for childbearing and childrearing

If an academic appointee requests the opportunity to work remotely, their department, program, or unit will determine the appointee’s eligibility by considering the job duties, relevant policies such as the Academic Personnel Manual or collective bargaining agreement.

Requests for disability accommodation should be handled in accordance with APM – 711, Reasonable Accommodation for Academic Appointees with Disabilities, or the applicable collective bargaining agreement. This includes situations where an academic appointee with a disability requests a flexible work arrangement as a reasonable accommodation. It also includes situations where a remote academic appointee with a disability, or a hybrid remote academic appointee with a disability, may need a reasonable accommodation in order to perform the essential functions of their position.

For fall 2021, the University has established the Committee for Accommodation and Adjustment of Instruction (CAAIF) to evaluate requests for COVID-related leaves that are not listed above. The Committee is comprised of representatives from Academic Affairs, Academic Federation, Academic Senate, Campus Counsel, and Disability Management Services. The administration will shortly be sending a communication to all members of our academic community about the information required for such requests to be considered, as well as providing a submission deadline by the middle of August.

Information from the campus will be forthcoming soon about requests for exemptions from vaccination. That process will not be conducted through CAAIF.

Our academic community has shown enormous innovation and resilience through its capacity to adapt to the challenges of the last year and a half. I look forward to resuming in-person work with all of you. Thank you so much for all that you have done, and continue to do, during this crisis.