

COMMITTEE ON FACULTY WELFARE

May 18, 2021

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

Re: [Systemwide Review] Proposed Policy: *SARS-CoV-2 (COVID-19) Vaccination Program*

The Committee on Faculty Welfare consider by email the proposed SARS-CoV-2 (COVID-19) Vaccination Program, a proposed policy that would require students, faculty, academic appointees, and staff who are accessing campus facilities at any UC location beginning this fall to be immunized against SARS-CoV-2, the virus that causes COVID-19.

Overall the CFW supports the proposed policy but with some caveats. The committee believes that requiring the vaccine should not be the sole measure used to prevent COVID outbreaks. While vaccination efforts are robust, we must prepare for the possibility that a significant number of our students and colleagues will remain unvaccinated in the near term, including fall quarter. Continued community health practices, such as wearing masks and rigorous cleaning regimes, will be needed for the foreseeable future as we move back to in-person instruction. We are also concerned about the efficacy of the currently-available vaccines should more virulent variants of SARS-CoV-2 become prevalent.

We have concerns about issues the proposed policy does not address. It will be extremely difficult to monitor who has and who has not been vaccinated on campus and in our classrooms. The policy uses ambiguous language regarding the consequences of not abiding by its mandate. We need to know how UC anticipates documenting vaccination. Will persons who fail to participate, either not being vaccinated or granted an exception, be barred from in-person access to campus? Will faculty and staff be informed of exceptions for students (similar to accommodation letters) to inform them of potential risks? A similar question applies to visitors, building maintenance, other staff, and contractors.

How will persons granted an exception be given access to instruction, advising, and other activities? Will faculty be expected to deliver dual-mode (in person and online) instruction if a student with a medical exemption to the policy cannot attend in person? If there are unvaccinated students in the classroom, will faculty have the choice to offer their course remotely? These and other crucial issues must be specified in the broader context of this policy.