

Memorandum of Understanding
RE: Effects of COVID19

Due to the past and ongoing effects of COVID19, UFF-FPU and the Florida Polytechnic Board of Trustees agree to the following terms and conditions.

1. While faculty members are now expected, when appropriate, to undertake work duties on campus, the administration recognizes that, due to the ongoing effects of COVID19, this may not always be possible. As such, when a faculty member has a legitimate reason for working off campus (e.g. inability to procure childcare) and doing so does not substantially negatively impact the performance of the work duty, the administration will allow that faculty member to work off campus.
2. While face coverings can no longer be required in classrooms, faculty members may strongly encourage students to wear them.
3. Faculty members may decline to meet with a student in their office unless the student wears a face covering. If the student would prefer not to wear a face covering, the meeting may be held virtually or in a location where physical distancing is possible.
4. When a faculty member submits their Faculty Activity Report for the 2021-2022 period, they may include a statement detailing specific impacts of the COVID19 pandemic on their teaching, research activity, and service. Such a statement will be carefully considered by the evaluator.
5. Faculty members who were prevented from conducting research due to circumstances related to the COVID19 pandemic (Ex. Access to labs, travel restrictions, business closures, etc.) shall not be negatively evaluated as a result of those impacts. However, if possible, faculty members must make reasonable attempts to fulfill their obligations as much as possible, using remote tools that are available to them, during this time. A failure to make reasonable attempts to fulfill those obligations may be considered by the evaluator.
6. #1-5 of this Memorandum of Understanding will be in effect for Fall 2021 and Spring 2022.
7. Assistant professors employed at Florida Poly prior to January 15, 2021 and who have not previously been denied reappointment will receive a one (1) year extension on their current contract and be allowed to delay their promotion application by one (1) year.