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**Date:** September 20, 2021

**To:** Talia Bettcher  
Chair, Academic Senate

**From:** Heidi Riggio  
Chair, Faculty Policy Committee (FPC)

**Copies:** T. Bettcher, V. Salcido, R. Roquemore, J. Lazo-Uy, A. Avramchuk

**Subject:** **Support of Flexibility for Faculty and Students in Mode of Instruction for Spring, 2022**

Faculty Policy Committee (FPC) has ongoing and growing concerns about scheduling for Spring 2022 at Cal State LA. Faculty members have voiced concerns about the “100% face-to-face mandate” that is currently facing the CSU and Cal State LA regarding classes in Spring, 2022. First, the COVID-19 pandemic is still raging, with over 1,000 to 1,500 new cases diagnosed per day in Los Angeles County (<http://publichealth.lacounty.gov/media/coronavirus/data/index.htm>). The future is always uncertain in the world’s experience with this virus; any assertion that COVID-19 will not be a threat in face-to-face instruction and any group gatherings in the near future is highly questionable. Second, there is clear evidence that while the vaccines are highly effective in preventing being infected and dying from COVID-19 (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/vaccine-benefits.html>), it is also clear that even vaccinated people can be infected and can spread the virus (<https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html#:~:text=%E2%80%A2%20Fully%20vaccinated%20people%20with,the%20virus%20to%20others.>). The danger is obviously especially serious for people who are immunocompromised or not vaccinated, including children. Growing numbers of children are testing positive for COVID-19 (<https://www.cdc.gov/mmwr/volumes/70/wr/mm7036e2.htm>); it is grossly unfair and possibly reckless to expose students and faculty with children living in their homes to COVID-19 by insisting on face-to-face meetings, when the virus is clearly not controlled and is still a real danger to all of us, vaccinated or not. Third, while not optimal, we have functioned well during this pandemic, with everyone working hard to adapt to virtual teaching and learning. We are only getting better at this and cutting off the 100% safeguard of remote teaching which allows zero probability of infection during a continuing pandemic is dismaying to say the least.

We recognize the importance of face-to-face meetings, especially for engaging our new and beginning students. It is a joy to be part of a vibrant, alive campus community for all involved, including faculty, staff, administrators, and our students. It is not tenable however, to insist on 100% face-to-face instruction while this virus is still killing people. We are requesting that Cal State LA administration acknowledge that faculty must be allowed flexibility in delivery of instruction in Spring, 2022, especially changing face-to-face instruction to virtual/remote synchronous teaching as needed. We thank you for your time and consideration.

During its meeting on September 28, 2021, the Cal State LA Academic Senate approved the Faculty Policy Committee's recommendation to formally request that scheduling at Cal State LA for Spring 2022 allow virtual/remote instruction by request from faculty; and that Cal State LA faculty in consultation with their department chair or program director be given the flexibility to change face-to-face instruction to remote/virtual instruction as needed in Spring 2022.



DATE: October 8, 2021

FROM: William A. Covino, President 

TO: Talia Bettcher, Chair, Academic Senate

CC: D. Fazzi, J. Gomez, J. Williams, O. Villalpando, J. Dial

SUBJECT: Flexibility for Faculty and Students in Mode of Instruction for Spring 2022

I am writing in response to your memo dated September 29, 2021. This clarifies and supersedes my earlier response.

This semester, faculty (in consultation with their Chair and Dean) have been given latitude to adjust the mode of instruction as appropriate in response to possible COVID exposures. We anticipate providing that same latitude into the Spring semester as warranted by pandemic conditions that impact the campus from January forward.

In addition, accommodations have been provided to faculty as appropriate in consultation with Human Resources Management, including modified work assignments for the spring term. Faculty may also take advantage of current COVID-19 related paid leave programs, sick leave, or any other leave balances for extenuating circumstances. Should we be made aware of any other COVID-19 related leave programs available for Spring 2022, we will advise the campus community accordingly. If you have any questions about leave programs, please contact [officeHRM@calstatela.edu](mailto:officeHRM@calstatela.edu).

We intend to return to in-person instruction in Spring 2022, with some hybrid and fully online courses. We will seek authorization to extend remote instruction into the Spring 2022 term from our accrediting agency as part of our contingency planning. We will continually monitor COVID conditions and enact these contingency plans for remote instruction if advised to do so by public health officials.