



UNIVERSITY OF GEORGIA

Franklin College of Arts and Sciences, Faculty Senate
Mary Frances Early College of Education, Faculty Senate

July 28, 2020

Dear Chancellor Wrigley and President Morehead:

We write to you as the current Presidents of the Franklin College of Arts and Sciences Faculty Senate and the Mary Frances Early College of Education Faculty Senate. We present to you a Resolution that was unanimously adopted at a special called session of the Franklin College Senate on Monday July 27, 2020 regarding USG's plans for campus operations during COVID-19. This Resolution is co-sponsored by the Mary Frances Early College of Education Faculty Senate following an overwhelming majority vote by their Senators on Monday July 27, 2020. The Mary Frances Early College of Education Staff Representative Group also endorses the Resolution. The full text of the Resolution is enclosed at the end of this letter.

Adoption of this Resolution came after a petition for a special session of the Franklin Senate was signed by 228 Franklin faculty and sent to Dean Dorsey on Friday, June 26. Franklin Senate's By-Laws require a meeting be held if a petition is signed by 100 Franklin Faculty, and that meeting was held on July 15, 2020. Franklin Senators discussed an initial proposed Resolution at this meeting. Sponsors of the Resolution made amendments to reflect this discussion and members of the Franklin Senate conferred with members of the Mary Frances Early College of Education Senate about integrating some of the language from their previous Resolution (adopted and sent to Dean Spangler on July 2). A revised Resolution was presented and unanimously adopted at the July 27 meeting of the Franklin Faculty Senate. A motion to approve co-sponsorship by the College of Education was also unanimously approved. Information for both of these meetings can be found at <https://franklin.uga.edu/faculty-senate>.

The Resolution reflects a range of concerns about USG's plans, requirements, and policies for campus operations during the COVID-19 pandemic. Not only does the Resolution reflect consensus among two faculty governance bodies, but it also reflects concerns that have been voiced by many other faculty, staff, and student groups about requirements for working on campus in Phase 2 of re-opening and when classes are to resume in-person in August.

Please note that Senators request a response from you both by **August 4, 2020** regarding the concerns raised and information requested. We look forward to hearing back from you both.

Sincerely,



Jennifer L. Rice
President, Franklin College of Arts and Sciences Faculty Senate
Associate Professor, Department of Geography
University of Georgia



Chris Mojock
President, Mary Frances Early College of Education Faculty Senate
Clinical Associate Professor, Department of Kinesiology
University of Georgia

Resolution Regarding USG's plans for campus operations during COVID-19

Adopted July 27, 2020

Co-sponsored by the Franklin College and Arts and Sciences Faculty Senate and the Mary Frances Early College of Education Senate

Whereas the COVID-19 pandemic poses unprecedented risks to the health of the University community and the larger population of Athens, Georgia, be it resolved that:

1. We commend the USG for its July 7 decision to require masks on campus effective July 15 as a necessary measure to protect campus communities in Georgia from the dangers of the COVID-19 pandemic.

2. The plan for testing 300 individuals per day during the fall semester, announced on July 22, is clearly inadequate: as any contagion on campus will most likely be seeded in the first few days and weeks, when only a small fraction of the community will have been tested. Likewise, in the absence of public assurances from the Department of Public Health of availability, the reliance of the contact tracing plan on the DPH fails to inspire confidence.

3. USG and UGA must provide clear, prompt, and accurate reports about positive test results to the entire campus community, including results obtained to date. Reports must include any information that may assist community members in planning for their own safety, as well as that of their friends and colleagues, subject to reasonable safeguards for privacy. In the case of infected employees, these reports must include their job categories and the physical location of the work they perform; in the case of infected students, they must include the identities of any affected dormitories. Furthermore, clear plans, appropriate to each campus sector (facilities, labs, academic buildings, dormitories, etc.) for the protection of these individuals, and of the members of the campus community who have been exposed to them, must be formulated and made public at the earliest opportunity.

4. Guidelines for triggering the closure of campus due to COVID-19 contagion must be formulated and disseminated at the earliest opportunity.

5. The risks of on campus exposure to COVID-19 are borne not only by UGA employees, but also by their family members. Furthermore, many UGA employees will face unresolvable issues of child care and other domestic responsibilities generated by the pandemic. Therefore, it is imperative that no staff, student, or faculty member be compelled to learn, teach, or work face-to-face this Fall. There must be no penalty, whether subtle or overt, for requesting online-only engagement. This includes supervisor evaluations for faculty and staff and attendance grades for students. No medical documentation shall be required. Furthermore, no faculty or staff members shall be fired, laid off, or furloughed if they have a job that cannot be done remotely.

6. Policies regarding face to face instruction must protect all members of the instructional faculty equally, including graduate teaching assistants. Any policy that acts to enable or to encourage the passing of risk from higher- to lower-status instructors, such as quotas for face to face contact hours, must be firmly rejected.

7. The University must immediately initiate a series of open town halls, permitting all members of the community to speak freely and without fear of reprisal about their concerns about campus life during the continuing pandemic.

8. All future decision making related to campus COVID-19 policy shall include substantive representation and participation from faculty, staff, and students. Every existing UGA COVID planning committee must immediately be expanded to include three additional members, chosen by the executive officers of the Faculty Senates of the various Colleges, the Staff Council, the University Council, the Student Government Association, and the Graduate Student Association.

9. It is deeply regrettable that the UGA and USG administrations have brought us so close to the opening of the Fall semester without a clear community understanding of the issues above. Furthermore, these issues by no means exhaust the list of unanswered concerns, many of them literal matters of life and death, held by staff, students, and faculty. It has become clear to all that the glaring failures of governance at The University of Georgia during the COVID-19 crisis are a direct result of decades of persistent narrowing of authority at the University into the hands of a tiny cluster of executives, all while excluding the inherent expertise and commitment held by the community itself. Democratic reform of University governance is long overdue.

10. We expect a direct response to members of the Franklin College of Arts and Sciences Faculty Senate and Mary Frances Early College of Education Faculty Senate from Chancellor Wrigley and President Morehead by **August 4, 2020**.