COVID-19 Accommodation Request Flowchart

Scenario A – COVID-19 Modification Prior to Academic Year

1. **Faculty Member Requests Modification to Instructional Workload**
2. **Faculty Member Works with Chairperson, Provost’s Office and ADA for Reasonable Accommodations**
3. **Faculty Member’s Classroom or Modality of Instruction is Modified**

Scenario B – COVID-19 Case During Academic Year

1. **Faculty Member Develops Case of COVID-19**
2. **Immediate Five (5) Business Days Faculty Member Notifies Chair and Creates Alternative Assignment**
3. **Faculty Member’s Conditions Persist, Continue to Notify Chair and Alternative Assignments for Six (6) to Fifteen (15) Days**

Scenario C – COVID-19 Modification of Duties for Certain Full-time Faculty (BOG Faculty Rule 4.5)

1. **Faculty Member’s Conditions Persist, Modification of Duties Process Occurs**
2. **Faculty Member’s Courses are Covered, Research and Service Assignments Continue**
3. **Faculty Member Returns for Following Semester**

Scenario D – COVID-19

1. **Faculty Member Unable to Return for Following Semester works with Medical Management**
2. **Faculty Member is Placed on FMLA or Medical Leave of Absence without Pay (Employer Benefits Covered)**
3. **Faculty Member’s Position is Held for Return Up to One (1) Year**
4. **Faculty Member is Able to Return to Work with Reasonable Accommodations of the Essential Duties and Responsibilities**
5. **Faculty Member Works with Chairperson, Provost’s Office and ADA for Reasonable Accommodations**