

FAQs for FAS Faculty, Instructional Staff, and Researchers: Returning to Campus in Fall 2021

FAQs for Faculty, Instructional Staff, TAs and TFs

1. Do I need to be on campus this fall?

Yes, as Dean Gay mentioned in her March 22, 2021 email, “Our fall plan is predicated on faculty, teaching fellows, and instructional staff being here and ready to teach on campus.”

If you have questions, please contact the assistant dean in your division/SEAS or the GSAS, as appropriate.

- Arts & Humanities: Kendra Barber, kendrahbarber@fas.harvard.edu
- Science: Zoe Fonseca-Kelly, zoefonseca-kelly@g.harvard.edu
- Social Science: Richa Mishra, richa_mishra@harvard.edu
- SEAS: Diane Schneeberger, dls@seas.harvard.edu
- GSAS: Noel Bisson or Sheila Thomas, gsasacademicprograms@fas.harvard.edu

2. Am I required to be vaccinated?

Yes, all students, faculty, staff, TA's and researchers who will spend any time on Harvard's campus this fall are required to be vaccinated. A small percentage of individuals in our community have not yet submitted verification of their vaccination status to HUHS. **Students** who are not yet compliant with this requirement are subject to registration holds (the deadline for immunization compliance was in June). **Faculty, staff, and researchers** who are not yet compliant have **until August 31 to [submit their verification](#)**. If they fail to submit verification of vaccination status, they will be subject to disciplinary measures. Please note that unvaccinated individuals, including for medical/religious exemption, will have [more frequent COVID-19 testing requirements](#) and may be subject to additional public health measures.

3. Can I teach virtually?

We expect all instructors to teach in person. Instructors may use pre-recorded materials to supplement their in-person teaching (to “flip” their courses), but they should still spend the customary amount of time in the classroom.

Instructors may hold office hours remotely if they feel that this will better meet the needs of their students.

In a small number of cases, the Office of Undergraduate Education and/or the Graduate School for Arts and Sciences may ask selected faculty to adapt their courses for the first few weeks of the semester to accommodate visa delays for international students.

Please see questions 6 and 7 below regarding the use of technology for academic continuity in the case of student or instructor illness.

4. Will classrooms be safe?

Harvard is taking the necessary precautions to make classrooms safe. Harvard requires COVID vaccination for all students, faculty, and staff who will be on campus this fall. Harvard is also employing high-cadence viral testing and contact tracing to quickly identify and isolate positive cases and limit community spread of the virus. Indoors, everyone is required to wear a mask, regardless of vaccination status. In addition, classrooms are operating with enhanced mechanical ventilation and filtration.

5. What if I have concerns about returning to campus for particular health reasons?

Harvard is taking the necessary precautions to make classrooms safe. Harvard requires COVID vaccination for all students, faculty, and staff who will be on campus this fall. Harvard is also employing high-cadence viral testing and contact tracing to quickly identify and isolate positive cases and limit community spread of the virus. Indoors, everyone is required to wear a mask, regardless of vaccination status. In addition, classrooms are operating with enhanced mechanical ventilation and filtration. If you have particular concerns about returning to campus due to your health or the health of someone in your household, please reach out to the assistant dean for your division/SEAS or the GSAS. The assistant dean will connect you with Harvard University Disability Resources (UDR).

- Arts & Humanities: Kendra Barber, kendrahbarber@fas.harvard.edu
- Science: Zoe Fonseca-Kelly, zoefonseca-kelly@g.harvard.edu
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Alternatively, you may go directly to UDR:

<https://accessibility.harvard.edu/covid-19-resources>

UDR, in partnership with your assistant dean and department/area, will explore possible options for recommended modifications or courtesies. Department/area chairs should not make the determination of whether a modification or courtesy regarding in-classroom teaching is necessary.

6. Should I come to campus to teach if I am feeling sick?

If an instructor does not feel well, they should use Crimson Clear to notify HUHS of their symptoms, and, if appropriate, get tested for Covid-19. If they are instructed by HUHS to get a Covid-19 test, they may teach remotely while they are waiting for the results of this test.

(i) If a Covid-19 test is negative, then the FAS's usual practices apply when an instructor feels unwell, including teaching in person if the illness is not severe, finding a substitute instructor, or rescheduling class.

(ii) If a Covid-19 test is positive, then the instructor is required to isolate for ten days. Some instructors with a positive Covid-19 test will have mild symptoms and will therefore be able to continue teaching. In this instance, instructors may teach remotely for this ten-day period.

7. Should I come in to teach if my child is sick?

We advise parents of children who are sick to talk with a pediatric specialist about their children's symptoms. If the instructor has had (or continues to have) close contact with a family member who is likely to have Covid-19, the instructor should attest with Crimson Clear and may teach remotely. The instructor should return to in-person teaching when either (i) they receive a negative Covid-19 test, or (ii) they have isolated for 10 days after receiving a positive Covid-19 test.

8. Will departmental/area staff be back on campus?

Your department/area leadership will have worked with faculty and staff to develop a plan for in-person and virtual staffing. Please be in touch with your department/area chair or department/area administrator for answers to any questions about the specifics of this plan.

9. Does my research staff need to be on campus this fall?

Researchers are expected to return to normal campus schedules, as deemed appropriate by you and your unit and/or division/SEAS. We encourage you to speak with your research group to develop return-to-campus plans.

Principal Investigators: If your researchers have concerns about returning to campus for health reasons, please direct them to UDR, <https://accessibility.harvard.edu/covid-19-resources>, or to the Office of Postdoctoral Affairs, Director of the Postdoctoral Office, Stephen Kargère, kargere@fas.harvard.edu.

10. What if I have researchers working with me who are out-of-state or abroad?

If your researchers are currently out-of-state (in a state where Harvard does not conduct business) or overseas, there may be payroll implications once the Massachusetts state of emergency is lifted. Please contact Bob Daley, Associate Director of Payroll Services, daley@fas.harvard.edu, for payroll in the United States and Krister Anderson, krister_anderson@harvard.edu, or Blagomira Ovcharova, blagomira_ovcharova@harvard.edu, in Global Support Services for payroll abroad. You will be responsible for any additional fees associated with out-of-state payroll services.

11. What happens if someone does not follow safety or testing protocols on campus?

It is expected that everyone follows health, safety, and testing protocols every day they come to campus. Continued failure to comply with protocols will lead to your access to campus buildings being revoked.

- If you do not follow health and safety protocols, you will receive automated emails about instances of non-compliance.
- If you believe such messages to be in error, please contact:

- Color Support at 844-352-6567 or support@color.com for questions/concerns about testing reminders, results, and compliance notifications.
- CrimsonClear Support at crimsonclear@harvard.edu or HUIT Service Desk at 617-495-7777.
- Monitoring of compliance will take place at the departmental/area level. However, non-compliance issues will be addressed by the Divisional Dean/SEAS Dean offices in conjunction with your department/area.

12. Am I required to be masked?

Yes. Indoors, everyone is required to wear a mask, regardless of vaccination status at this time. [A detailed guide](#) has been created by Harvard's Environmental Health & Safety Office that outlines masking and other policies for all campus-based activities. Masking is required in classrooms and the Bok Center has created a [helpful guide](#) on teaching while masked. In some pedagogical contexts, clear masks may be necessary. Your Department Administrator has information on which clear masks have been approved for use by the University and how to procure them.

13. Can I serve food in the classroom?

No. Eating and drinking are not permitted in classrooms but, rather, only in designated areas. For more information, see the Harvard University Guidance for On-Campus Activity.

FAQs for Researchers

1. Do I need to be on campus this fall?

Researchers are expected to be on campus this fall. We encourage you to speak with your PI/mentor to discuss the plans for return in your unit.

2. Am I required to be vaccinated?

Yes, all students, faculty, staff, TA's and researchers who will spend any time on Harvard's campus this fall are required to be vaccinated. A small percentage of individuals in our community have not yet submitted verification of their vaccination status to HUHS. **Students** who are not yet compliant with this requirement are subject to registration holds (the deadline for immunization compliance was in June). **Faculty, staff, and researchers** who are not yet compliant have **until August 31 to [submit their verification](#)**. If they fail to submit verification of vaccination status, they will be subject to disciplinary measures. Please note that unvaccinated individuals, including for medical/religious exemption, will have [more frequent COVID-19 testing requirements](#) and may be subject to additional public health measures.

3. What if I have concerns about my visa or am in a country with suspended visa service?

For researchers in Arts and Humanities, Sciences, and Social Sciences:

Postdoctoral fellows or other research appointees with questions about the viability of being back on campus due to visa issues should please contact the Office of Postdoctoral Affairs, Director of the Postdoctoral Office, Stephen Kargère, kargere@fas.harvard.edu

For researchers in SEAS:

Postdoctoral fellows or other research appointees with questions about the viability of being back on campus due to visa issues should please reach out to the SEAS Assistant Dean for Faculty Affairs: Diane Schneeberger, dls@seas.harvard.edu.

4. What if I have concerns about returning to campus for particular health reasons?

If you have particular concerns about returning to campus due to your health or the health of someone in your household, please reach out to the contact listed below for your division/SEAS. You will be connected with the Harvard University Disability Resources (UDR). Alternatively, you may go directly to UDR:

<https://accessibility.harvard.edu/covid-19-resources>

UDR, in partnership with your PI, the Office of Postdoctoral Affairs, and/or your Assistant Dean for Faculty Affairs will explore possible options for recommended modifications/courtesies.

For researchers in Arts and Humanities, Sciences, and Social Sciences:

Postdoctoral fellows or other research appointees with questions about accommodations due to health concerns should please contact your PI, department/area administrator, or the Office of Postdoctoral Affairs, Director of the Postdoctoral Office, Stephen Kargère, kargere@fas.harvard.edu

For researchers in SEAS:

Postdoctoral fellows or other research appointees with questions about accommodations due to health concerns should please reach out to your PI or the Assistant Dean for Faculty Affairs: Diane Schneeberger, dls@seas.harvard.edu.