

# Resolution Accepting Employee Choice on Remote Employment

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Whereas, the Covid-19 global pandemic is spread mainly by respiratory droplets transferred from person to person;

Whereas, the University of Arkansas joined institutions of higher education across the world to move its functions online to limit exposure to Covid-19 infections;

Whereas, University of Arkansas faculty and staff have demonstrated the ability to advance the university's primary missions of research and education while working remotely;

Whereas, as of April 22, the Covid-19 global pandemic has infected more than 800,000 Americans with 30,000 new cases reported per day, resulting in a 20 per 100,000 hospitalization rate for the general population, a 33 per 100,000 hospitalization rate for persons aged 50-64, and a 64 per 100,000 hospitalization rate for persons over age 64, culminating in a U.S. death toll of more than 45,000 people and climbing;

Whereas, certain employees of the University of Arkansas fall into high-risk mortality categories if they become infected with Covid-19;

Whereas, an unclassified federal report written by the Department of Health and Human Services predicts the global pandemic could last "18 months or longer and include multiple waves of illness;"

Whereas, the University of Arkansas may re-open its doors for face-to-face instruction within the 18-month pandemic window identified by the federal government;

NOW, THEREFORE BE IT RESOLVED that the University of Arkansas Faculty Senate supports employee choice in continuing to work remotely – be they faculty or staff – out of overwhelming concern for their personal well-being, should university administrators decide to resume face-to-face instruction in the Fall 2020 semester;

BE IT FURTHER RESOLVED, that the university shall equip those employees with the material resources and training to effectively perform their job duties remotely.