



presence on campus, and that relying solely on adjunct faculty teaching face to face is not serving the needs of our students. *pending negotiated aspects of this principle*

3. The college will not use one set percentage as a means of guiding face to face and hybrid instruction on campus in Spring. We recognize prior to Covid, each department and division had a different percentage of online vs. face-to-face classes, due to enrollment and demand patterns and cuts made to increase productivity from 2017-2020.
4. If a percentage target needs to be established, it will be for the college as a whole, and not imposed on individual departments or divisions.
5. Once the schedule is built, with a representative number of on campus/hybrid classes included, deans will distribute using the normal process, with full time faculty receiving their assignments first.
6. If following the distribution of assignments, there are no available faculty to teach on campus and hybrid classes, due to faculty requests not aligning with available classes, the deans will consult with the Vice President for a plan to staff these classes.