

From: LCOM Office of the Dean

Sent: Thursday, September 3, 2020 9:04 AM

Subject: Message from Dean Rick Page: Events outside of class and other obligations

Dear Larner faculty, staff and students,

I hope you all are staying well and safe during these unsettled times. As we head into the new academic year, it is important to review UVM policies about participation in events, such as protests, outside our normal responsibilities during our time at work or in class. This is especially relevant as we consider our obligations to educating the next generation of physicians and scientists.

- Faculty who wish to participate in non-class activities during class time must not cancel class. They have an obligation to plan for class coverage if they will be absent.
- Students who wish to participate during class time in a non-class activity must obtain permission from their course director or the absence is unexcused. Faculty have the discretion to agree or not agree to such requests, as well as the discretion to require make-up work. Faculty who choose to excuse students for participation in non-class events must use the same criteria regardless of the subject matter of those events.
- Staff who want to participate in such activities must do so on their own time. This means that if events occur during work hours, staff members need to obtain the permission of their supervisor to take time off in order to participate. This includes exempt employees.

I want to emphasize the support of the Larner College of Medicine for the constitutional right to express views in a peaceful manner. This simply needs to be balanced by our commitment to education and our other obligations.

Thanks for all you do,
Rick Page
Dean