



Dear Kent State University Faculty,

As you know, the Kent State units of the American Association of University Professors (AAUP-KSU) and the university have signed memorandums of understanding (MOUs) through which faculty will take part in the university's recent COVID-19 vaccine requirement. **We express our sincere gratitude for your solidarity in keeping our community safe and healthy as we continue to fight the COVID-19 virus.** The MOUs apply to all [tenured and tenure-track](#) and [full-time non-tenure track](#) faculty regardless of teaching methodology.

Vaccine or Exemption and Testing Requirement

By Nov. 1, 2021, all faculty will be required to have either submitted evidence of vaccination or requested an exemption and begun the testing protocol. Any faculty member who has not certified their vaccination through the university process or completed an exemption form by Nov. 1 will receive an email requesting an informal resolution meeting as referenced in the applicable collective bargaining agreement (CBA) to discuss why they have not complied with the requirement and to determine whether they will comply with the requirement. Faculty who take this action will either take steps to receive at least the initial dose of a COVID-19 vaccine by Nov. 12, 2021, or submit an exemption form by Nov. 5, 2021.

Please be aware, you are not considered to be fully vaccinated until two weeks after your final vaccination shot. To meet the Nov. 1 deadline to be compliant with the requirement, **you should receive your last vaccine dose by Oct. 18, 2021.**

Get Vaccinated

We strongly encourage everyone in our Kent State community to get vaccinated now to meet the vaccine requirement. [Vaccines are readily available](#) weekdays on the Kent Campus and at [numerous other locations throughout Northeast Ohio](#). Getting vaccinated is one of the best ways to show how **Flashes Take Care of Flashes**.

Testing Protocol

Faculty who have submitted proof of their vaccination through the university system will not be subject to testing.

After Nov. 1, faculty who have not certified their vaccination through the university system shall be tested according to the university testing protocol. Testing will take place at one of the locations established by the university on or nearby each campus. Faculty will not be tested more than twice a week. The university will cover any and all costs associated with the testing protocol.

Any faculty member who misses a required testing appointment shall be notified by email and asked to immediately reschedule for testing. Any faculty member who misses two consecutive testing appointments will be in violation of the testing protocol and shall be sent an email that requests an informal resolution meeting as described in the applicable CBA. Failure to comply with the testing schedule may lead to progressive discipline.

Any faculty member not in compliance with the vaccine or exemption and testing requirement by Dec. 20, 2021, may face formal sanctions up to and including suspension or termination in accordance with the applicable CBA.

Submit Proof

Faculty may submit proof of vaccination [here](#). By clicking this link, you will be taken to our Employee Vaccination Registration webpage. On this page, you will see a blue block button labeled "Submit Your Vaccination Record." When you click on this button, you will be taken to an important university survey. Please take this survey.

At the end of the survey, you will be automatically directed to the site for Med+Proctor, the medical records company that collects and verifies this data for the university. There is no cost to use Med+Proctor. *The company will offer you the chance to purchase a lifetime subscription for \$10. You do not have to purchase this – simply click where it says, **"No thank you, I do not want to access my document later."***

If you are having trouble registering with Med+Proctor, you will find a yellow block button [on this page](#) labeled "Step-by-Step Instructions For Reporting Your Vaccination" where you will find detailed instructions on how to register with Med+Proctor.

If you have already received your vaccination and uploaded your information to the university system, you do not need to do so again.

Within the Kent State community, only University Health Services has access to the data submitted to Med+Proctor.

Exemptions

Exemptions from the COVID-19 vaccine requirement will be considered for medical, religious beliefs or personal conscience reasons. Visit our [exemption page](#) to learn about how to apply for an exemption from the COVID-19 vaccine requirement and to access the necessary forms.

Medical exemptions will require documentation from a licensed medical provider. Religious or personal conscience exemptions will require the submission of a personal statement detailing the submitter's basis for their belief and explaining how the university's vaccine requirement would conflict with that belief.

Please understand that faculty who receive an exemption from vaccination will be required to submit to regular testing (up to two times a week) beginning Nov. 1.

Need Help?

If you have questions about the new vaccine requirement or how it is being implemented, please contact Kevin West, J.D., at kwest12@kent.edu or 330-672-8087, or AAUP-KSU at office@aaupksu.org or 330-673-9118.

For questions about registering a vaccination, email vaccine@kent.edu or call 330-672-8227.

Sincerely,

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