

Tentative All-Faculty Meeting Agenda

Meeting time: 16 July 2020

Meeting location: by Zoom with link delivered through FAC-L

Action items suggested (includes only those submitted as of noon on 12 July 2020)

- 1) Milner Library should remain closed to patrons until Phase 5; if not possible, Milner shared governance should determine maximum building, floor and room/space capacities, entry should be restricted and scheduled in advance to the extent possible, contact tracing should be enabled through entry/exit time clocks, and only persons with valid UIDs should have physical access to the interior.
- 2) Students who do not wear face masks in class and do not have a disability accommodation will be told by all university messages and personnel that they will be expected to leave F2F or hybrid F2F class locations if they are not properly wearing a mask; they will be reported to the Dean of Students for sanction and not permitted to come physically to the class location again until the judicial process has completed; sanction should be permanent suspension from that class
- 3) Students who are unable due to a disability to wear a mask should be given an accommodation that does not involve physical presence in F2F or hybrid F2F class locations
- 4) Faculty/staff who do not wear face masks and do not have a disability accommodation may be reported to Human Resources (staff) or the Provost (faculty); sanction should be mandatory work from home where possible or mandatory leave where not possible; co-workers impacted are permitted not to work in person with the violator
- 5) Nothing short of mandatory initial and repeat viral testing of students is acceptable for return to campus. Free testing will be available to all ISU members. General CDC guidelines are not appropriate for college campuses. At the minimum we should do what UIUC is doing.
- 6) We should hear from President Dietz and Provost Tarhule personally that faculty/instructor choices of course modality will be honored and not interfered with. There is evidence that the previous Provost forced departments to make a portion of their courses have f2f components.
 - 6a) Written assurance that 1) all instructor requests regarding course modality will be honored, without exception, and 2) there will be no changes made to course modality between now and the beginning of the semester unless those changes are initiated at the request of that course's instructor.
 - 6b) The university will affirm the autonomy of instructors in deciding whether to teach classes, attend meetings, and hold office hours remotely, in-person, or in some hybrid mode. Instructors will be able to alter the mode of course delivery at any time if they deem it necessary for their own safety or the safety of their students; no one will be obligated to

disclose personal health information as a justification for such decisions, and they will not face negative repercussions from the university or supervisors.

7) All instructors and employees who are not essential onsite personnel needed to maintain basic essential university operations will have the option of teleworking (including teaching online) if they fear for their safety on campus. They will not be forced to disclose medical, financial, or other personal information, just like students have the option of remote participation without any documents.

8) Health and safety precautions including social distancing guidelines and physical barriers should be in place as soon as possible, with written signs, and all differently abled ISU members should be accommodated. This includes access to safe elevators and restrooms.

9) ISU members should sign a pledge and be trained with real, non-insulting videos (not the handwashing one). Student training should be mandatory. The consequences should be clearly stated by the administration with guidelines for faculty and staff for dealing with noncompliance of the safety rules. Students should also have means of reporting noncompliance.

10) Absolutely no waivers will be forced on any section of the ISU community.

11) All health, safety, and academic continuity meetings will be advertised and made available for the ISU community. All preparations for Fall opening will be completely transparent from now on.

12) Students will not be told that online teaching is inferior to f2f or hybrid.

13) The faculty will not bear the burden of assuring that classes are cleaned, or that students can access their synchronous classes if taught from campus. Classroom technology and in-person help, if asked, should be available for each meeting. Students who have technical difficulties during remote participation should have access to a well-advertised and -funded help center.

14) I think we should consider censuring the administration for making a decision to open in the fall and announcing that decision, before collecting data from the staff and faculty regarding our opinions, concerns, and vulnerabilities. Because of that decision, reopening became a *fait accompli*, and now all we talk about is "how to reopen" rather than "what must we reopen."

I have great respect and affection for our administration, however, I believe this was a very big mistake and has been frustrating to many members of our university community. I fear that they will soon make announcements and decisions about the spring semester in the same manner if we do not formally express our disapproval.

15) The faculty move to adopt the following statement regarding planning for health, safety and equity and actions that should be taken to alleviate concerns in those arenas:

https://docs.google.com/document/d/1_DbTq8Plx0vW9FLW751jQ23knVaTF_cw6VvFuSLHs1Y/edit

15a) The faculty move to adopt the above statement with the exception of the following excerpts that have been taken out of the statement for separate consideration, debate and vote.

16) The knowledge of CDC statistics, with comparison of the usual risks of dying, as we coped with all these years, should be part of the "mindset preparation" for reopening Campus Life & Teaching as a full 3D experience.

17) Create a Resolution of the Faculty containing motions passed at all-faculty meeting(s). Forward this resolution to the Academic Senate Faculty Caucus and the President of Illinois State University.

18) The university will ensure that faculty play a central role in making decisions about all matters related to the academic area, broadly conceived. This will include (among other practices) substantive consultation on all relevant matters with existing bodies of faculty governance at the programmatic, departmental, college, and university levels, including but not limited to the Academic Senate and the Faculty Caucus of the Academic Senate.

19) The Chair of the Academic Senate will be included in all discussions by the Emergency Operations Committee related to the academic area broadly conceived.

20) All administrative representatives in the university (e.g. department chairs/school directors) should be working with instructors to inquire 1) what do you need to teach your best 2) what went well in the spring that we can build on 3) what else do you need.

Discussion items suggested (includes only those submitted as of noon on 12 July 2020)

- 1) 100% Online semester for fall, 2020
- 2) TAs may be offered hazard pay even if they teach online.
- 3) Reduce all physical face to face class optimally
- 4) How international graduate assistants who have been appointed and are supposed to start fall 2020 would go about their duties in case of embassy delays and they don't get to the USA as stated on their letter. And also if they opt for the online session for the fall, would their assistantship still hold.
- 5) I am writing this email in regard with the recent statement by the U.S. Immigration and Customs Enforcement's (ICE), which states that international students who are already in the US will have to leave the country if the fall semester starts as fully online. Although I don't even understand the rationale behind this decision, I think it is urgent to raise it for discussion within ISU.

I, and many of my international friends who are already in the US, see this decision as a real threat, not only to our academic stability but also to our lives. I think travelling abroad under the circumstances is extremely dangerous. I personally haven't travelled outside the city of Normal for more than four months now, so I can limit my likelihood of being infected with COVID 19. Let alone a travel that usually takes more than 20 hours through different destinations. Also, my country is so hard hit by the virus to an

extent that they almost lost track of the numbers of infections and deaths. The health system is collapsing and there are plenty of videos on social media and international news outlets showing people lying in front of hospitals because they are not letting them in. I am also sure this is the case in many other countries, from which other international students might be. So, I see the possibility of forcing already-in-the-US international students to leave the country under the circumstances as unethical and almost a breach of human rights laws, and the American constitution under which we should be protected.

Even though I understand that the decision is from the federal government, I think ISU should do something that would protect us against these weird decisions by the government. Thank you in advance for considering this email.

Here is the link to the decision by ICE : <https://www.ice.gov/news/releases/sevp-modifies-temporary-exemptions-nonimmigrant-students-taking-online-courses-during>

Other comment

1) From Milner Library staff member (anonymized):

Thought I would relay this information to you about student behavior.

4th of July the Willows (on Willow between Fell and School) had a huge party. They blocked off their interior parking lot for a big party. My neighbor drove by there and said there must have been around 400 students - no masks, no social distancing. I believe that Normal has a policy of shutting down any group larger than 10-20 people. My neighbor called the police and they refused to do anything about it. They said it was too big to handle.

Young America owns this and they have been very lax about this virus. My roommate noticed that they still had their gym open up with students using it. He emailed Young America several times before they finally shut it down.

I am working here at Milner and I am terrified. <snip> They must NOT open Milner up to the public. Keep it locked up. What happens when they let people in who pick up a book on the shelves and put it back. Are they contaminating the books?

I hope that Dr. Deitz rethinks this entire Fall business to protect those of us who are here, both faculty and staff.

Thanks for letting me get this off of my chest.

Resources offered

<https://www.nytimes.com/2020/06/25/us/coronavirus-cases-young-people.html?referringSource=articleShare>

<https://www.cbsnews.com/news/coronavirus-cases-us-young-people/>

Invited Guests (includes only those who have contacted the Chair as of noon on 12 July 2020):

Stuart Palmer, Civil Service Council Chair

Marsha Perry, President of AFSME Local 3236: ISU Clerical and Healthcare Workers

TBD, representatives of the Graduate Teaching Assistants and/or GTA Union