

## **All-Faculty Meeting Agenda**

**Meeting time: 16 July 2020, 6 p.m.**

**Meeting location: by Zoom with link delivered through FAC-L  
and posted on the ISU Academic Senate Documents page**

### **Action items suggested**

1) Milner Library should remain closed to patrons until Phase 5. If Milner is voted by its shared governance members or forced by its dean or by upper administration to open in Phase 4, 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.

In addition, currently the reference and circulation desks at Milner are being fitted with very small plexiglass rectangles at a handful of locations along the length of these very long desks. They are clearly inadequate to protect staff or patrons. If Milner is voted by its shared governance members or forced by its dean or by upper administration to open in Phase 4, it should not do so without large sheets of plexiglass that extend the entire length of the desk, wrap around the edges, and reach at least 7 feet from the floor.

If Milner is voted by its shared governance members or forced by its dean or by upper administration to open to patrons in Phase 4, for the protection of Milner staff and patrons, temperature checks, screening questions, sign-ins, and time limits in the library should be required for entrance or entrance should be by appointment only. Campus should provide funds for appropriate personnel to conduct temperature checks.” Library administration currently feels they cannot fund personnel to provide temperature checks or screen entry, so funding should be provided centrally.

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](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.

21) ISU facilities determined COVID classroom capacities should be maintained. No waivers or exceptions to these classroom capacities should be allowed.

22) We are requesting President Dietz to extend us the courtesy of giving a quick and public answer to the letter dated June 29, 2020. This letter was written to him by concerned ISU community members and it has garnered more than 500 signatures.

23) ISU has been sending different messages to different constituents. We demand that we, the faculty, participate in the preparation of the letter that will be sent soon to incoming students and their parents and will address health and safety matters (this does not mean the faculty already on the committees). In particular, we would like to see clear wording on the requirement of face coverings and the fact that students without a mask will not be allowed in class. We also want to inform the students and parents about the expected amount of time that students will be spending online in hybrid courses, and how social distancing will be handled for dining halls. Students should know before they leave whether their classes are all online so that they can stay at home if they choose to.

24) Whereas the Academic Senate is the representative body primarily charged with leading shared governance, it should be held to the highest standards of scrutiny as befitting robust discourse. That the chair has encouraged and participated in a secret group explicitly to avoid such scrutiny while advocating her own agenda, she has discredited her position as the leader of this body, and of its values, effectively running an unelected shadow senate.

I therefore move to censure the chairperson of the Academic Senate on the grounds that she has been participating in an online, private group comprised of 115 members from ISU faculty and staff, that therefore violates the open meetings act and defies her obligations for shared governance as Academic Senate chair.

### **Discussion items suggested**

- 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 internationals 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>

- 6) I write to submit an item for discussion at the all-faculty meeting scheduled for this Thursday, July 16. I'm not sure the best way to pose the issue as an agenda item or however this will work, but basically I'd like us to consider the topic of how decisions are being made with respect to modality choices of instructors during the ongoing emergency conditions.

I submitted a question along these lines to the Senate for response under the 24-hour rule, which I copy for reference here:

Dear Senators,

I am writing to seek clarification on an issue of shared governance. It is my understanding that during planning for the fall 2020 semester, chairs/directors were asked by the Provost's Office to solicit information from instructors regarding their preferences for modality of instruction in the fall. I believe this process has continued in multiple iterations over the past weeks as needs of instructors and departments have continued to develop. What remains unclear to me is what procedures are in place to govern what happens with the next steps of the process after chairs/directors receive requests about modality from individual instructors. Do chairs/directors have any obligation to adopt the requests of instructors? If chairs/directors have the ability to go against the requests of instructors, is there any guidance on how they should be making those decisions? Is there any guidance on documenting the reasoning behind any such denials of modality requests? Is there a process by which instructors can appeal a decision made by a chair or director? And lastly, what is the process by which decision-making happens as the modality requests move up the chain? Can those in the offices of deans or the provost make changes to what chairs/directors have indicated re: modality?

Given that these choices concern individuals' health and safety, as well as the broader public health and safety of our communities, I think it is crucial for a clearly-articulated

and responsibly-devised process be put in place to govern the extent to which individuals have control over choosing the modalities in which they teach, and the extent to and manner in which administrators can impose different modalities than those which instructors choose for themselves.

Provost Tarhule offered this response yesterday:

Dear Susan,

I appreciate the explanation of the 24-hr rule, as well as our additional discussion via zoom.

The general principle we are operating under is to provide maximum flexibility to faculty to teach in whatever modality they feel comfortable with and which works best for their specific course learning outcomes. Beyond that flexibility, different departments and chairs are approaching how they handle this differently. Because of the range of challenges that COVID presents, a one size fits all policy from the provost's office is not likely to be very helpful. So, I would encourage the faculty member to work with their deans to see how he/she is handling this matter in the faculty member's college.

If a faculty member feels that his or her health concerns are not being accommodated, that is a different matter that my office or HR will be happy to work with them on.

I hope this helps.

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I believe that the issue is still one of concern for all faculty, given that there seems to be a lack of oversight regarding how chairs/directors ultimately make these decisions, and it remains unclear if the recourse to deans, HR, or the Provost actually can remedy situations in which the autonomy of faculty members with respect to choosing modality of instruction has not been upheld. Thank you for considering the item's inclusion on the agenda for discussion.

7) parent and community communications:

My concern is that parents and students are not getting a clear idea of what the semester will look like for the fall. Parents do not know that because of physical distancing requirements administrators are asking that some courses be taught in a hyflex method. If we are trying to keep classes in a physical distant manner and classrooms are booked at 30% capacity, I want parents to know that if they are in a "face to face" class-50% of the time they will through online methods. We need to know that parents are being told that their students will know before they arrive on campus that their classes are all online or not and they have the opportunity to take classes from home if that is their choice.

We need to know that administration is telling parents that if students refuse to wear a face covering they will be asked to leave the classroom. END of story. I believe this needs to be a particularly strong statement that if a student comes to a face to face class or anywhere on campus and will not wear a face covering, they will be asked to remove themselves.

I want parents to know what the hours will look like in the dining halls, where will they eat, how many can the dining hall hold at one time previously, what will the new limit be? How will you address the busiest times of day? But this information that faculty need to be aware of as well.

Also, parents deserve to know how isolation/quarantine will work for both on and off campus. I also think it is very helpful as instructors if we know this information as well. How will we know this information? How will we know if a student is isolation or has become positive?

Parents and instructors need to know if contact tracing will happen in classrooms. Who will this come from? Who's responsibility will it be to notify the class?

8) If a faculty member teaching a face-to-face lecture class gets sick with covid-19 during the semester what is the best way to quarantine? Will all the students that attended class would be quarantined? Also, by that time the virus would have been transmitted to many other individuals so it might be hard to determine how many people are infected by the virus.

9) We as the university might re-organize the face-to-face classes allowing social

distancing and requiring a face masks on campus to avoid spreading the virus, unfortunately, the students will be attending parties and socializing in bars without social distancing or wearing a mask. What procedures or protocols are we following to avoid the latter from happening when the students are outside campus?

#### **Other comment**

1) From Milner Library staff member (anonymized):

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

4<sup>th</sup> 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.

2) From a faculty member in COE (anonymized):

Yesterday, I received the agenda for the All Faculty meeting to be held on July 16. It included a statement from a Milner Library staff member describing a July 4<sup>th</sup>, 400-person party at the “Willows (on Willow between Fell and School)” apartments. They also stated that the parking lot was blocked off for the party and that Normal Police did nothing to break it up, “They said it was too big to handle.” I live in the neighborhood and drive and walk by those apartments, The Lodge, regularly. I did so several times July 4<sup>th</sup>, as well. However, what I observed and later discovered in conversations with others, is very different from what was stated in the Milner staff member’s account of what went on at The Lodge on July 4<sup>th</sup>.

I want to acknowledge the staff member’s very real concern about the potential for risky behavior of college-aged students and the dangerous possibility of the spread of COVID19 when students return to campus. But I also think it is important to not fuel those fears with misinformation that paints our community partners as unwilling to prevent or intervene in situations that could result in dangerous health implications.

On July 4, when I drove past The Lodge, I noticed the fencing around the parking lot and people posted at each of the entrances to the parking lot. When I got home and checked email, there were neighborhood group emails and posts on our NextDoor social media site discussing what was going on at the apartments. We were directed to Young America’s Facebook page and website explaining that, at the direction of the McLean Co Health Department, YA had to take steps to prevent large gatherings. You can find the explanation on [YA’s website](#). Throughout the weekend, while driving by the area and sitting in our backyard, we did not notice or hear any gatherings of this size.

After reading the staff member’s account in the agenda, and to make sure that I didn’t miss something happening in my backyard, I contacted a friend in the NPD to verify if there was indeed a party, in spite of YA’s efforts. They informed me that they were on duty until 3:00 pm on July 4<sup>th</sup> but checked with their supervisor and 3 other officers who were on the night shift. The officer told me there was not a 400-person party in Normal that weekend and that NPD would never refuse to break up a large party. In fact, “there were officers on scene at The Lodge, enforcing ordinance violations” for most of the night. I was also told that NPD administration would be happy to discuss this situation and the refusal to intervene with anybody who is interested.

I thought you should be aware of this so that you are certain accurate information is being conveyed. I also think it is important that NPD and Young America are not portrayed as unwilling to act or support ISU’s efforts to create as safe of an environment as possible for everyone, at least in this situation. Fear and concern are understandable and warranted but they should not be based on misinformation.

Thank you for providing a space to discuss and problem-solve our unprecedented situation. I look forward to productive dialogue at the Thursday meeting.

**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/>

<https://www.wpr.org/listen/837731>

**Invited Guests:**

Bryanna Tidmarsh, English, representative of the Graduate Workers Union

Heather O’Leary, English, representative of the Graduate Workers Union

Trevor Rickerd, Biology, representative of the Graduate Workers Union

Stuart Palmer, Civil Service Council Chair

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

Tia Reece, Health and Safety Officer, AFSCME Local 111: ISU Building Services, Grounds, and Event Management, Dining, and Hospitality Workers

Chris Roberts, Administrative/Professional Council Representative

Mike Regilio, AP representing college IT personnel