

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE  
MEETING MINUTES  
July 19, 2021**

**PRESENT:** Mary Lou Bates; Joerg Bibow, Vice Chair; Marta Brunner; Marc C. Conner, Chair; Gail Cummings-Danson; Michelle Hubbs; Carolyn Lundy; Issy Mejia '23; Donna Ng; Diane O'Connor; Jason Ohlberg; Michael Orr; Joe Porter; Mark Rye; Casey Schofield; Kurt Smemo; Joseph Stankovich; Dwane Sterling; Smriti Tiwari; Joshua Woodfork; Mark Youndt; and Carey Anne Zucca.

**ABSENT:** Jina Mao; Feryaz Ocakli, and Amy Tweedy.

**GUESTS:** Associate Professor and Chair of Classics and Chair of the Committee on Academic Freedom and Rights (CAFR) Daniel Curley.

**The meeting was held via Zoom** and called to order at 9:31 a.m. by Chair President Conner.

President Conner welcomed new IPPC members and guests and thanked everyone for their effort to attend **this mid-summer IPPC meeting, scheduled to discuss the COVID-19 Logistics Working Group of a COVID-19 vaccination mandate for all employees.**

The President stated that the guiding principles for making a decision about a vaccination mandate would remain the same as they have been for other COVID-related decision making: what is in the best interest for the health and safety of our entire community in the short-

very few student vaccine exemption applications thus far, but there are still a considerable number of students that still need to report in on their vaccination status.

VP Ng stated that the current legal federal guidance supports mandating vaccinations for employees. Several lawsuits have been filed challenging employer

initiate disciplinary action, up to and including suspension and/or dismissal, in accordance with *Faculty Handbook* procedures (Part 1, X1) as violation of College policy is considered professional misconduct. He added that the provisions referenced in the *Faculty Handbook* are in place to ensure the protection of academic freedoms and

commented that if an employee departs due to non-compliance of the vaccine mandate that this is a separate issue and does not enter into the discussions centering on the downsizing. VP Ng added that service levels could potentially change in some areas and we will need to move quickly to fill those voids. Dean Orr expressed concern over the timeline for any potential faculty suspensions and the challenge of finding teaching replacements before the start of classes.

Dean Orr spoke to an IPPC member's concern over faculty teaching accommodations for those faculty who meet the religious or medical exemption. Dean Orr stated he is aware of a few faculty who are interested in pursuing an exemption and permission to teach remotely is one of the options they will be exploring. Interim

President Conner thanked everyone for their honest and open feedback. The President remarked on the importance of respect and our collective responsibility to care for one another. We are a community of individuals with differing opinions and perspectives and we need to allow each other the room to feel safe and appreciated.

A motion was made to recommend the COVID-19 employee vaccine mandate policy.

Meeting adjourned at 11:09 a.m./F2 12 Tf1 0 0 1 1265 81.22 Tm0 g0 G( )JTJET0.00/MCID 14of144c0 G(.