

To: Fort Wayne Senate Executive Committee
From: PFW Ready Committee
Date: September 2, 2021
Subj: Questions Related to Senate Document SD 21-4: Resolution to Mandate COVID-19 Vaccines for Students and Employees

Senate Document SD 21-4, which will be considered at the September 13, 2021, meeting of the Fort Wayne Senate, contains a single resolution “That the Senate requests that the University adopt an effective stand requiring all students and employees to receive the [COVID-19] vaccinations per CDC guidelines before the first day of Spring 2022 classes.”

In the event that SD 21-4 is approved by the Senate, and in an effort to better evaluate the feasibility of implementing a COVID-19 vaccine mandate in line with Senate expectations, the PFW Ready Committee would be interested in the Senate also addressing the following non-comprehensive list of logistical considerations as part of their recommendation:

1. Given that the primary function of COVID-19 vaccines is to enable individuals to protect themselves against infection, serious illness, and hospitalization, what specific problem does a vaccine mandate solve for the university that the current approach of strongly encouraging all students, staff, and faculty to get vaccinated does not address?
2. What exemptions, if any, would the Senate recommend be allowed to any mandate (e.g., medical, religious, ethical, etc.)?
3. Does the Senate endorse disenrolling students and terminating employees (including tenured faculty) who refuse to comply with a vaccine mandate and do not receive an approved exemption?
4. Based on conversations with our student population, [state data on vaccination rates](#), and the experience of other universities that have instituted COVID-19 vaccine mandates, we anticipate that a large number of students (numbering in at least the hundreds) and at least some employees would refuse to get vaccinated. What level of non-compliance does the Senate anticipate? How would the Senate propose dealing with the short- and long-term financial consequences non-compliance would produce (e.g., through furloughs, terminations, unit or program closures, etc.)?
5. The [Attorney General of the State of Indiana](#) and large portions of both houses of the Indiana General Assembly have argued that [Indiana Code ch. 16-39-11](#) prohibits government entities (including public universities) from requiring proof of vaccination against COVID-19, including requiring the submission of vaccine documentation by all students and employees. Would the Senate endorse requiring students and employees to attest to their vaccination status, as Indiana University has done, rather than requiring submission of documentation?
6. Which unit(s) and/or personnel should be tasked with the oversight and management of a vaccine mandate, including, but not limited to:
 - a. Collecting and securing personally identifiable health information, monitoring response rates, and verifying the accuracy of submitted information;
 - b. Reviewing and approving requests for exemption from the mandate;

- c. Outreach to individuals who have not been vaccinated, including reminders of the consequences for failing to comply; and
 - d. Notifying students who will be disenrolled and employees who will be terminated?
- 7. Purdue Fort Wayne does not currently employ medical personnel authorized to administer COVID-19 vaccines (our Campus Health Clinic is operated by Lutheran Health and does not currently administer the COVID-19 vaccine). What strategies does the Senate recommend to support students and employees with transportation, work, childcare, and other challenges that make it difficult for them to allocate the time necessary to travel to community-based locations to get vaccinated (especially in the event of common side effects associated with a second dose)?
- 8. Most colleges and universities that have established vaccine mandates incentivize individuals to get vaccinated (rather than pursue an exemption) through loosening of requirements related to participation in mandatory surveillance testing. Purdue Fort Wayne does not have the financial or personnel resources to support a surveillance testing program. What alternative incentives would the Senate propose putting in place?
- 9. Purdue University West Lafayette has not established a vaccine mandate for students or employees and currently does not plan to do so. Does the Senate anticipate an adverse reaction to a Purdue Fort Wayne vaccine mandate from the President and/or the Board of Trustees?