

MINUTES

UNIVERSITY MANAGEMENT COMMITTEE

June 15, 2020

ATTENDEES: Phil Phillips, Connie Horton, Lauren Cosentino, Danny DeWalt, Gary Hanson, Marc Goodman, Lee Kats, Hung Le, Rick Marrs, Matthew Midura, Nicolle Taylor, Donna Nofziger, Michael Feltner, Maretno Agus Harjoto

GUEST: Jim Gash

I. UNIVERSITY MANAGEMENT COMMITTEE CALL TO ORDER:

Chief Operating Officer Phil Phillips called the University Management Committee meeting to order. The meeting was held via Zoom on Monday, June 15, 2020. Chief Operating Officer Phillips opened in prayer.

II. COVID-19 FACULTY AND STAFF LEAVE POLICIES — Discussion

Provost Rick Marrs presented a revised version of the COVID-19 Faculty Leave Policy and explained changes made in response to the previous Committee discussion and feedback from faculty members. Staff-related language including references to vacation and sick leave and other minor corrections were removed. Provost Marrs shared faculty views regarding the Faculty Leave Policy and the Committee had a discussion. A Committee member suggested re-distributing the revised version of the policy to the faculty for additional feedback, and the Committee agreed.

General Counsel Marc Goodman spoke to the legal process and complexities when drafting the COVID-19 faculty and staff leave policies, including limitations from the Family Medical Leave Act and ADA accommodation considerations. He also noted the need for the policies to have flexibility. Chief Operating Officer Phillips noted, historically, this Committee has not made faculty policy decisions and acknowledged this process began with a single employee leave policy which later evolved into one policy for faculty and another policy for staff. He emphasized, and the Committee agreed, that working hard to get consensus with the faculty was particularly important.

A Committee member stated the revised policy addressed the majority of the faculty concerns. Committee members expressed the importance of clearly communicating the following to faculty and staff: 1) the policy is the minimum the law requires and is meant to serve as a framework to which creative solutions can be applied; 2) what is included and excluded within the policies; 3) the policies' temporary nature; 4) safety measures being implemented at the University to protect the health of community members; 5) the process if an employee tests positive for COVID-19. It was reported that many faculty members would prefer to teach in-person and trust the University to make Pepperdine a safe environment. Committee members discussed the benefits and challenges with an

advisory or appellate committee, including faculty members, to review and recommend exemptions for teaching in-person to the dean or provost. Provost Marrs reported he would speak to the faculty about the exemption application process.

Provost Marrs stated he would send the revised COVID-19 Faculty Leave Policy to the University Faculty Committee to collect feedback by June 17, 2020, and appropriately adjust the policy before the next UMC meeting scheduled on June 18, 2020.

Chief Operating Officer Phillips stated the COVID-19 Staff Leave Policy will need to be modified to appropriately reflect any changes to the COVID-19 Faculty Leave Policy. At this time, the meeting adjourned and the Committee will reconvene on Thursday, June 18, 2020, for the final decision.

I. ADJOURNMENT

There being no further business, the meeting was adjourned. Unless otherwise notified, the next meeting will be held on June 18, 2020.