

## MINUTES

### UNIVERSITY MANAGEMENT COMMITTEE

June 18, 2020

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

GUESTS: Jim Gash and Thomas Knudsen

ABSENT: Marc Goodman

#### I. FACULTY AND STAFF COVID-19 LEAVE POLICY — Action Requested

Provost Rick Marrs presented a newly revised version of the COVID-19 Faculty Leave Policy for approval. The revised COVID-19 Faculty Leave Policy remained substantively the same, but it addressed faculty members' concerns related to faculty-specific language, level of assurance, clarifying definitions, additional guidance, and other language enhancements. Provost Marrs stated that conversations with faculty leadership groups, such as the University Faculty Committee (UFC), have been productive. Provost Marrs opened the floor for discussion and shared that he would rate UFC's comfort level around the COVID-19 Faculty Leave Policy as "relatively comfortable" and will continue working with them to form an appellate body for exemption requests.

Committee members discussed the importance of acknowledging the risk faculty members face, and that their concerns are reasonable. Provost Marrs explained his intention to send a communication accompanying the COVID-19 Faculty Leave Policy, acknowledging their risk while assuring them safety is the priority. A committee member suggested that an appellate process might be considered, and if it is formed analogously to the current grievance process, faculty would likely support the formation of a body to hear appeals.

Chief Operating Officer Phillips thanked the group for their hard work to create the COVID-19 Faculty Leave Policy and confirmed with the Committee that it was drafted with the best interests for our students and faculty. A Committee member suggested an addition to the accompanying letter acknowledging that due to the changing COVID-19 environment, the policy will leave room for decisions related to, but not previously considered, new circumstances. Committee members agreed to add language to the COVID-19 Faculty Leave Policy, and agreed the provost would address an appeal process.

A Committee member moved to approve the COVID-19 Faculty Leave Policy with the adjustments discussed in this meeting. The motion was seconded and approved with two abstentions.

Vice President Cosentino further affirmed the COVID-19 Staff Leave Policy would be implemented consistent with the University mission and would be analogous with the COVID-19 Faculty Leave Policy, including an appeal process. A committee member moved to approve the COVID-19 Staff Leave Policy with edits to remain consistent with the COVID-19 Faculty Leave Policy. The motion was seconded and approved.

II. SAC Visitor Parking — Action Requested

Associate Vice President Ben Veenendaal opened the presentation with the Student Accessibility Center's (SAC) recent growth; the building now houses four student service departments, thereby increasing the demand for designated parking nearby. The proposal included the conversion of one visitor and one commuter parking space on Seaver Drive located directly next to the building, and two carpool and one commuter parking spaces on President's Drive, into a total of five additional Student Health Center (SHC) patient designated parking spaces. Associate Dean Doug Hurley explained that, although the parking request was originally for SAC visitors only, they now recommend the designated parking for all SHC visitors. The Committee members discussed enforcement measures to prevent vehicles from occupying the spaces longer than the allowable time and additional parking-related issues. Chief Operating Officer Phillips expressed concerns that the proposed parking plan is not tailored enough to accommodate the need but recognized the importance of the request. At this time, Associate Vice President Veenendaal, Director Emrich, and Associate Dean Hurley left the meeting and were asked to bring the request back once revised.

III. INTERNATIONAL GLOBAL HEALTH FEE — Action Requested

Executive Director Beth Laux presented a proposed change to the international global health fee as agreed upon by International Programs, Seaver College, Emergency Services, and Student Affairs. Currently, the University offers International (ISOS) emergency healthcare for our students, employees, and their dependents when they travel abroad for University purposes, but it does not cover ongoing or mental healthcare. Students and employees are currently asked to supplement the ISOS coverage personally through their regular insurance providers. Significant premium increases incurred by the University are due to the amount of time our average student spends abroad, the increasing importance of routine health care availability, and the rise of consumer decisions to use the ISOS coverage for routine visits. A GeoBlue Insurance pilot option was proposed for students, faculty, faculty dependents, and staff who occasionally go abroad, which will limit costs, mitigate persistent medical needs, increase covered scenarios, and align with national best practices in education abroad. The proposed GeoBlue Insurance policy has a general impact, passed onto the students, of \$3 per day per person, which, based on Executive Director Laux's

experience, is a fair price. Vice President Cosentino explained the negative financial impacts on the Office of Insurance and Risk (which currently manages the policy) caused by the misuse of the current ISOS insurance. It is industry-standard for students to cover these insurance costs. The Office of Insurance and Risk should not and does not cover medical insurance expenses for any other constituency group and, therefore, should also discontinue funding this coverage.

Dean Michael Feltner added the fees seem reasonable and would range from \$36 for coverage for the Washington D.C. program to \$538 for the Shanghai, Florence, London, Lausanne, and Heidelberg programs. Additionally, he expressed his support for this proposal. Director Greg Muger described additional considerations that will need to be fleshed out to reduce the government-mandated coverages currently required once the Geoblue policy is implemented.

At this time, Director Muger, Executive Director Laux, and Associate Director Juliano Bonavia left the meeting. A Committee member moved to approve the international global health fee as presented. The motion was seconded and approved.

IV. November 21, 2019 MEETING MINUTES

Upon the motion duly made and seconded, the University Management Committee minutes of the November 21, 2019, meeting were approved as presented.

V. May 29, 2020 MEETING MINUTES

Upon the motion duly made and seconded, the University Management Committee minutes of the May 29, 2020, meeting were approved as presented.

VI. ADJOURNMENT

There being no further business, the meeting was adjourned. Unless otherwise notified, the next meeting will be held on July 16, 2020.