

## **Queries and Scenarios**

### **Research and Outreach**

- How would government recommendations for social distancing measures affect University research? (Such measures include “snow days” [a recommendation that individuals stay home for a period of time, with the exception of essential personnel] or cancellation of all group gatherings.)
- Are there provisions in any of our largest federal grants for modified deliverables and timelines due to a natural disaster?
- At what point would individual research efforts be “shut down?” Who decides and based upon what criteria?
- What provisions are in place or needed for meeting the needs of research animals on campus if the University is partially or fully closed? Under what circumstances would euthanasia be employed?
- What would the process be for ceasing research activity?
- How would government recommendations for social distancing measures affect University outreach activities? (Such measures include “snow days” [a recommendation that individuals stay home for a period of time, with the exception of essential personnel] or cancellation of all group gatherings.)
- At what point would individual outreach efforts be “shut down?” Who decides and based upon what criteria?

### **Teaching**

- Prior to widespread cancellation or closure recommendations, who will have the authority to cancel individual classes (individual faculty, individual Deans, other)?
- Will there be a centralized system to monitor class cancellations? If so, who is responsible for that system and how will the information be collected and used?
- The School of Public Health has recently completed a capability assessment related to maintenance of the teaching program during emergency situations that prevent in-person classes from being held. Should a similar assessment be completed in other schools and colleges? Which ones?

- Under what circumstances would the campus, or sections of campus, be closed for classes? What would the criteria be? Would off-campus classes be held? Would distance technology be employed? If so, does the University IT Infrastructure currently possess adequate network capability to support distance learning and the pandemic flu related communications which may be required?
- Are there any circumstances where personal protective equipment (masks, gloves, purell) would be issued to academic staff?

### **Infrastructure**

- What trigger points will be considered for a full or partial closure of campus? What departments will remain in operation regardless of the situation (physical plant, UMPD, housing/dining services, RAR, other)?
- If a full (or near full) shutdown is warranted, what is the sequence and procedure for physical plant shutdown?
- How will the University deploy staff from other work units within the University to assist units that are required to remain open if the units need assistance with staffing particular positions (ie. Facilities Mgmt., UMPD, etc.)
- What is our capacity to support an increased use of email and the internet as people work from home and access web-based information? Do we need layered back up systems for communications failures?
- Any plans in place regarding expectations for trades people (plumbers, electricians)? What about outside service contracts with vendors (would these continue)?

### **Human Resources**

- Will bargaining unit contracts remain in effect, or will the contracts be suspended in the event of a pandemic?
- In general, what are the effects of being declared essential (or conversely non-essential) and who has the authority to make these designations? As some union groups at the coordinate campus' have claimed, is this bargainable?
- If contracts remain in effect, will certain rules/sections be suspended in order to give both management and employees greater flexibility?
- Will we be allowed to transfer staff to different facilities as needed (will seniority rules apply; if the most senior employee doesn't accept the assignment, does inverse seniority go into effect?)
- We've determined staff members that would be considered essential employees if the University closes, and/or classes are cancelled. What happens if these employees refuse to come to work?

- If an employee is deemed non-essential, but continues to come to work, are there consequences?
- Will non-essential employees who don't work still get paid if the University closes/classes are cancelled? Will non-essential employees need to take vacation/sick leave in order to get paid? If so, what's the incentive for "essential" employees to work?
- If employees get sick, will FMLA apply and how will FMLA use be monitored?
- If employees aren't getting paid due to the closing of the University, are they eligible to apply for unemployment? Will they still get medical/dental benefits?
- Will all UPlan provisions remain in effect during a pandemic? What changes, if any, will the individual consumer experience?

### **Athletic Program**

- At what point will athletic events be cancelled, and who makes the final decision?
- If an entire season is cancelled, will refunds be issued?
- How would an influenza pandemic affect scholarships, NCAA eligibility, etc?

### **Finances**

- How would tuition issues be handled if cancellation of classes is warranted?
- Given all the possible scenarios, what are the short term and long term financial issues that should be discussed in advance?
- Plans for recovery?
- How will emergency financial authorizations be handled?

### **Broad-based Issues**

- What are the possible tiers to a scalable campus closure plan?
- Under what circumstances will the University restrict access to its campus? From its campus?
- Under what circumstances does the University assist Hennepin County? Ramsey County? The State? Outside the State?