

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: c
DATE: April 23, 2019

RECOMMENDATION
TO APPROVE REVISIONS TO BOARD POLICY

ACTION REQUESTED

It is recommended that the Board of Regents of Eastern Michigan University approve the attached revisions to existing Board Policy 3.7.4, Extreme Weather Policy.

STAFF SUMMARY

All University policies must be approved by The Board of Regents of Eastern Michigan University. A University policy is defined by all of the following: a) has broad application throughout the University; and b) helps to ensure compliance with applicable laws and regulations, promotes operational efficiencies, enhances the university's mission or reduces institutional risks.

In an ongoing effort to enhance the transparency of the actions of the University and to align University practice with Board policy, Board Policies are subject to ongoing review and updated as appropriate. All Board Policies are published.

The policy listed for revisions above contains recommended updates in accordance with the attachments, which include the existing policy with the changes highlighted.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.



University Executive Officer
Lauren M. London
General Counsel

4/23/19

Date



Policies, Rules and Regulations

Chapter Name:	Employment Affirmative Action And Civil Rights
Chapter No.	3-7-4
Issue:	Extreme Weather Policy
Effective Date:	12-1-78
Revision Date:	10-01-13 04/23/19

University Policy Statement

It is the policy of Eastern Michigan University that the President or ~~his/her the President's~~ designee has the authority to temporarily modify class and/or work schedules in the event of extreme weather conditions including but not limited to snow, ~~ice~~, freezing rain, floods, and hazardous winds. This decision may include the temporary cancellation of all or part of scheduled academic programs and closure of the University.

University Practice

University practices for implementing this policy include:

1. It is the University's practice to evaluate extreme weather conditions in the context of its responsibility to provide the educational services ~~purchased by~~to students ~~without compromising students' safety or the safety of University faculty and staff, particularly those who live on or immediately adjacent to campus.~~
2. ~~Although the decision to modify class and/or work schedules rests within the President's discretion, in making such a decision~~ The Department of Public Safety and the Physical Plant will advise the President or ~~his/her the President's~~ designee ~~may seek counsel from other departments, including but not limited to, the Department of Public Safety, the Physical Plant, or others, to gather information regarding~~ of regional weather conditions and advisories affecting vehicle and pedestrian mobility. ~~In addition to campus~~ Roads, walkways, ~~and~~ parking lots, regional streets and highways, ~~and~~ local weather reports, ~~and other relevant resources~~ will be monitored, ~~and the University will~~ in working with ~~Washtenaw County and State Police~~ law enforcement agencies ~~to obtain reliable information as it becomes available.~~

Extreme Weather Policy

In the event the President or ~~his/her the President's~~ designee elects to modify class or work schedules, the Division of Communications will be immediately notified.

The Division of Communications will ~~then notify the campus community of the decision.~~ Send an emergency text message to those who have registered for emergency alert updates. Send an all-University e-mail message to EMU students and employees. Send notice via EMU's official main social media channels. Notify WEMU (89.1) and other local media. Post on the EMU home page (<http://www.emich.edu>). Post on digital campus signs.

The cancellation of programs at off-site locations, athletic events, and special events will be made on a case-specific basis and will be announced ~~on the EMU home page and campus closures page~~ via the University's various communication channels.

~~In the event that class/work schedules are not officially cancelled due to poor weather conditions, but an employee is unable or elects, because of personal safety concerns, not to report to work: the employee must notify his/her immediate supervisor as soon as possible of their intended late arrival or absence.~~

In the event that class/work schedules are ~~officially~~ cancelled due to poor weather conditions, employees who are ~~members of a bargaining unit and~~ not required to report for work, and/or who have reported for work and are later sent home, shall be paid in accordance with the terms and conditions of their respective collective bargaining agreements. Non-~~bargained~~ ~~bargained~~-for employees will be paid in accordance with ~~the department of~~ University Human Resources' policy regarding closure of the University.

Responsibility for Implementation

The President of the University or ~~his/her~~ **the President's** designee has the overall responsibility for implementation of this policy. The ~~management of the policy is with~~**shall be managed by** the Vice President for Communications.

Scope of Policy Coverage

This policy applies to all University employees and students.

Authority for Creation and Revision:

Minutes of the Board of Regents, December 1, 1978

Minutes of the Board of Regents, December 6, 1994; para. .4927M.

Minutes of the Board of Regents, June 17, 2003; para. .6132M.

Minutes of the Board of Regents, October 1, 2013

Last Review Date: October 2018



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University Practice

University practices for implementing this policy include:

1. It is the University's practice to evaluate extreme weather conditions in the context of its responsibility to provide educational services to students without compromising students' safety or the safety of University faculty and staff.
2. Although the decision to modify class and/or work schedules rests within the President's discretion, in making such a decision the President or the President's designee may seek counsel from other departments, including but not limited to, the Department of Public Safety, the Physical Plant, or others, to gather information regarding regional weather conditions and advisories affecting vehicle and pedestrian mobility. Roads, walkways, parking lots, regional streets and highways, local weather reports, and other relevant resources will be monitored, and the University will work with law enforcement agencies to obtain reliable information as it becomes available.

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