

## **Campus Closure**

### **Employment Policies**

Approved: 04/23/2020

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For employment purposes:

Campus closures are determined and communicated under the direction of the University President; these could include (but are not limited to) closures due to inclement weather, extraordinary events, emergencies, disease prevention, or additional days surrounding a scheduled holiday. All full-time benefit eligible faculty and staff whose regular hours are scheduled on a campus closure day will receive 7.5 hours of compensation for that day at their regular rate of pay.

Certain employees, considered essential personnel, are responsible for working their regular hours or other assigned hours due to campus closures. This may include (but are not limited to) Administrators; certain staff within Residential Life and other aspects of Student Affairs; Athletics; Physical Plant and University Police. Whether essential personnel may perform certain functions remotely during a campus closure is to be determined at the discretion of the employee's supervisor.

Non-exempt employees required to work during a campus closure will be compensated at their regular rate of pay for hours worked during the campus closure, but will also earn comp time for hours worked during the campus closure to the extent that other non-essential personnel receive regular compensation during the campus closure. This benefit will not apply in the event that the campus physically closes, but that the University continues to operate remotely and/or in an online setting.