

ARTICLE XXII SIGNIFICANT DISRUPTIONS TO ACADEMIC OPERATIONS

The university is subject to a myriad of possible extended disruptions to the delivery of educational services due to major disasters, pandemics, and other cataclysmic events. In the interest of students continuing their educational goals, conserving public funds, and continuing the university's mission during and after an emergency the following procedures will be implemented.

Subject to directives from state and/or federal authorities to the contrary, the university will continue to pay salary and benefits of faculty so long as the term is determined salvageable, which may require flexibility in scheduling, changes in the academic calendar, and teaching and other duties on weekends without additional compensation.

If a term cannot be salvaged the university will maintain pay and benefits in order to ensure continuity of the institution and to assure the university can be reconstituted once the emergency subsides. Faculty members accepting salary and benefits while the term is cancelled are required to perform reasonable services that may not be consistent with normal responsibilities or work schedules. An individual who elects not to perform reasonable services may have their pay and benefits terminated. An individual who fails to return upon the university's request to help in the resumption of normal university activities shall be required to refund the university an amount equal to pay and benefits received during the emergency.

If more than one regular term (excluding summer) in sequence is cancelled the parties agree to meet and negotiate continuance of pay and benefits and duties associated therewith.