

FACULTY & STAFF TOWN HALL

THURSDAY MAY 14, 2020

PRE-QUESTIONS:

1. *Last Thursday, during the Alumni town hall, Dr. Harper mentioned that because tuition is down, McMurry will be “cutting costs” or something to that effect. What exactly does that mean? Is there a possibility of layoffs or furloughs? If jobs are safe, where else will the university be cutting costs?*

- Many scenarios are being considered as we look plan for decreased enrollment of 15 to 20%, mirroring national projects.
- Once such scenario, which is only an estimate at this time, projects a \$2.1 - \$3.1 million shortfall if McMurry enrollment declines by 15%. This corresponds with continuing student registration, which is down by 13% and new student registration, which is down by 18% year to date. Registration percentages fluctuate weekly.
- Budget deficits are typically addressed by increasing revenue streams, reorganization, outsourcing, reduction in workforce, pay reductions, reduction in benefits, or furloughs.
- Timeline for decision: We'll need to present a plan to the board soon. We'll know more about the status of Covid-19 in the state of Texas and Taylor County, NCAA/ASC guidance and projected enrollment by mid-July.
- We won't be able to wait until mid-summer before launching a plan.
- Possible scenarios include payroll decreases, decreasing retirement match, furloughs, operations reductions and additional endowment draw/loan.
- We can hope for unexpected and unrestricted gifts or grants.

2. *How will the daily self-check be enforced? Is this practical for students? How do we control compliance by campus visitors and guests? May we lay responsibility for compliance on the McMurry host?*

- We have to develop the process that we hope all will follow.
- We know that we may have issues with compliance, but we are hoping that everyone realizes the importance of protecting those around you.
- Your daily email of the all clear is your ticket to get on campus.
- We are also implementing the self-screening process for visitors to campus.

3. *How do we address the issue of asymptomatic individuals, persons who have no symptoms and may be contagious but do not know it? How can I know that I am not asymptomatic?*

- Until there is a testing regime social distancing is important. We assume everyone is a carrier. That is why the masks and social distancing of 6 feet is important. This distance will help protect others, as well as yourself.



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4. *Some of the symptoms have become so common that unless the cough, sore throat, or headache are suddenly new, unusual, or severe and I feel well, I am assuming that I am OK to come into work. Is that not appropriate?*

- There are a few questions on the screening questionnaire relating to symptoms that are new. If your symptoms are new, then you need to visit with the Campus Nurse to establish best practice for your situation.

5. *Will we be able to scale back the more extreme measures in order to reopen, yet be ready to reinstate currently established protocols when needed? Do we know what we need to maintain as ongoing standard practices and what not?*

- We are following the American Association of College Health guidelines and NCAA guidelines. If they decide to relax these guidelines, then we will follow their lead. NCAA has a plan for 12-18 months. We have to start shifting mindset that we will be doing things in a different way from fall 2019.

6. *Do we know how our subcontracted service companies Pioneer, National, and Datroo are holding up financially?*

- Pioneer had to have some layoffs because of the number of students that we are serving decreased. Their niche is small colleges, so they may be facing more of a hurdle than others.
- National and Datroo are both going strong and doing well. Texas Books seems to be doing fine.

7. *If we have budget reductions, will it impact staff only? Will faculty be impacted?*

- All will participate.

8. *If McMurry is running 20 percent down in enrollment, why are we being rigid in acceptance of students with good GPAs?*

- The review committee that oversees admissions says that our declines are tracking a little lower than the previous two years. The committee is looking at different variables to see if we need to admit these students. We still need to make sure that if we admit a student, we think they can succeed here. If we do not believe they will succeed, we do not need to admit them. The committee is not being any more lenient or strict than the previous two years.

TOWN HALL QUESTIONS:

9. *During every major crisis personal freedoms and individual rights are given up. A good bit of personal information is being collected, i.e. COVID - 19 screening form, and I assume accessed and viewed by a number of personnel. Is there anything in place to protect this information? I could see potential issues if an insurance company gained access or if the system was hacked.*

- The campus nurse explains that temperature checks are a daily reminder of the symptoms of Covid-19. Access to screenings will be HIPPA compliant as of Monday. Screenings are done in the effort to protect our community. No one's data/information will be shared.



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10. *In the case of music ensembles, will recommendations from professional organizations such as the American Choral Directors Association and the College Band Directors Association be considered when making decisions about course size, meeting locations, and offerings?*

- We are not aware of any guidelines, but we are open to their guidance. We are always looking for other sources to give us guidance. We are very concerned about the performing arts and how they will work.

11. *Is there or will there be a prioritization of budget cuts, i.e. reduction of budgets would be reviewed before benefits are reviewed?*

- The budget committee will look at this, and look at what actions need to be taken first and what the plan looks like that is in the best interest of the staff and University.

12. *So if I read that correctly, we'd take a 10% pay-cut and then additional cuts with furloughs?*

- This is just to give you an idea of what a 10% would generate. We would probably look at a tiered system.

13. *With regards to the masks being mandatory for everyone, will students be excluded from campus if they forget their masks or will masks be provided free of charge on campus?*

- We will provide them if needed.

14. *Does the university want the daily questionnaire filled out on days that we will not be on campus?*

- Yes, only if you will be on campus. The point is to tell us who will be here and what your health is like at the moment that you'll be on campus.

15. *With regard to the 10% pay-cuts would there also be a plan articulated for incremental raises as we progress to a recovery scenario, knowing that this may take several years to "recover". If salaries are cut by 10% across the board, is there a timetable of reinstating the 10% in the distant future when financial matters improve?*

- More than likely, we would put furloughs in one bucket and pay decreases in another. So, it will be one or the other, not both. That's what we're anticipating at this point.
- We'll have to see how we recover to see if we can go back to where we were or do we have to incrementally get there. There are a lot of factors that will influence this, biggest being student enrollment.
- Timeline: We don't know at this point.

16. *Without knowing what AISD will do in the fall, will this also be required of 5th grade students/teachers?*

- We'll have to work with AISD and see what they are doing. Right now, we follow AISD protocols.



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17. *Has the university considered the “flat tax” of 10% pay decreases across the board and the disproportionate effects on individuals? Our federal tax brackets attempt to tackle the income discrepancies. Should we look at a different form of pay decreases for all?*

- The 10% is just a scenario. It’s very likely not going to be the same percentage across the board, but it will more than likely be averaged out to get us through this year.

18. *I’ve read that students will want to stay closer to home - what have we done to reach out to local students whose college plans might have changed?*

- We are looking and a digital campaign launches next week to target locals.

19. *My understanding furloughs is that under a furlough an employee is not allowed to work. I’m guessing hourly might have incremental furloughs but salaried employees would take the pay cuts?*

- Under CARES, if you are furloughed, you can claim unemployment. Lisa will have to clarify.

20. *Any camps on campus this summer?*

- Most have been canceled through July.

21. *Have we looked at changing our academic calendar? Like start earlier? End by Thanksgiving? Longer Winter break?*

- We have not looked at that at this point.

22. *Will McMurry be assigned an unemployment representative? The reason I ask is the high call volume to the unemployment office would be almost impossible to reach.*

- We will have to ask Lecia Hughes.

23. *I would think that some of us would be willing to take a larger pay cut in order to prevent other employees from being furloughed. Is this possible?*

- Yes, but we still have to get the number right.

24. *BCBS Information will come from Lisa Williams.*

- Our BCBS will cover Covid-19 testing but does not cover antibodies testing.

25. *Will the 10% effect exempt or non-exempt status?*

- Not decided yet.

POST-QUESTIONS:

1. Self-Screening Clarification:

Are you coming to campus today?

To protect our community, on the days when you come to campus, please perform a self-screening and report via the online form. The form is sent via email daily from Support and is also available at mcm.edu/coronavirus. Reporting is only required when you are on campus.

>> [Click here for Form.](#)



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Are you working off-campus remotely?

If you are not working on campus, you do not need to complete the self-screening report. If you decide to come to campus, please fill out the form.

Virtual Campus

Virtual campus faculty are not required to report unless they are coming to campus.

2. Face Covering Guidelines

There are many settings where face mask protocols come into play. It is challenging to develop a one-size-fits-all rule. The public health recommendation behind face covering is to protect and respect those around you. When we all follow the guideline, we have greater protection against Covid-19 within the McMurry Community. Always be mindful of the intent of face coverings when in the presence of others. The following are parameters to help clarify questions relating to face masks.

Around Campus/Out and About

- Mask should be worn in the presence of others.
- Wear your mask when moving from one office to another.
- Wear your mask when you go to common areas, such as printers, bookstore, post office, etc.
- If you are taking a walking break around campus, be aware of others and keep your face mask handy.

Open Offices

- Within a department, you may choose not to wear a mask, if social distancing protocols are established. The cabinet must approve.
- Make sure to wear a mask when visiting an open office area, such as IT, registrar, student billing, etc.

Your Private Office

- No mask is required.
- You may choose to put on a mask if someone comes into your office.

Visiting a Private Office

Please wear your mask unless the host extends the invitation to remove your mask.

3. Campus Compliance

McMurry is working to cultivate a culture of respect and awareness for members of our campus community. We encourage each person to adhere to safe health recommendations, including:

- Social Distancing
- Face Covering
- Hand Cleanliness
- Workspace Sanitization



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As McMurry begins the phased-in return to campus, we are working to instill a Culture of Safety and Wellness throughout our McMurry Community. Adhering to safety protocols reduces putting others at risk. Please follow safety protocols to protect you and those around you.

