

Staff Town Hall Q and A

May 19, 2021

Q: Is there a timeline for staff to return to Campus full-time (Face to Face)?

A: A specific date(s) has not yet been communicated. The FSU Senior Leadership Team is planning to move closer to normal operations for the campus for Fall Semester 2021. Following guidance from the CDC, NCDHHS, the state, and the UNC System, there will be a focus on student and employee safety in our return-to-work plan.

Q: Do we have any new guidelines for teleworking? When will offices need to come back to regular on campus operations?

A: The UNC System Office has established a regulation on Flexible Work Arrangements. Work is underway at FSU to determine how our campus will leverage the regulation in conjunction with our return-to-work plans.

Q: Is there any news on changing the cap percentage of salary increases for SHRA state employees? (Preventing promoted staff from receiving the hiring salary.)

A: There are no updates currently. The UNC System HR Office regularly reviews policies and processes related to compensation, including the salary guidelines for internal promotions and external hiring.

Q: If an employee works as efficiently if not more efficiently as a teleworker than on campus and their supervisor is supportive of that, is it possible to leave it up to the department to allow their employees to telework?

A: The UNC System Office has established a regulation on Flexible Work Arrangements. Work is underway at FSU to determine how our campus will leverage the regulation in conjunction with our return-to-work plans.

Q: Will faculty/staff be able to elect to continue teleworking or will that option not be made available? I know guidelines have been given but an all clear is still a long way away.

A: The UNC System Office has established a regulation on Flexible Work Arrangements. Work is underway at FSU to determine how our campus will leverage the regulation in conjunction with our return-to-work plans.

Q: Are we still required to submit hiring freeze forms, or are we moving towards normal hiring procedures for vacant positions.?

A: Yes. This is a Business and Finance process to ensure funding is available for the requested position.

Q: Can we move the bookstore back over to the campus and save some “rent” money?

A: Yes, pending cabinet and Space Committee approval.

Q: How many 2021 graduates did we have from each college?

A: College of Business and Economics 267, College of Education 69, College of Humanities and Social Sciences 400, College of Health Science and Technology 217

Q: Does the campus offer vaccinations to the public?

A: Yes. Starting April 7, 2021, vaccinations have been offered to the public. 198 members of the public have been vaccinated.

Q: Will the on-campus vaccine availability be extended?

A: Yes. The current schedule, Thursday 1 pm -7 pm ends with the fiscal year, June 30, 2021. A new schedule will be published with the renewal of the contract.

Q: Do we know our university's vaccination rates? How can we safely determine that the removal of mask mandates will not have a negative effect on our community?

A: The vaccination clinic has provided 435 vaccinations. 240 of them have been with members of the FSU community. We currently do not have information on the number of students, faculty, and staff who received vaccinations at other locations.

Vaccinations	As of May 25, 2021		
Students	191		
Staff	23		
Faculty	19		
Contractors	7		

We encourage students to disclose their vaccination status to Student Health Services. We anticipate higher vaccination rates once individuals disclose freely. If an employee has a known COVID positive exposure, then Human Resources will advise the employee of quarantine requirements if unvaccinated. If the employee discloses that he/she is vaccinated, then Human Resources will ask to see proof of vaccination. Wearing of facial masks, is one of the core prevention methods to reduce the exposure to COVID-19.

Q: With speculation that a booster shot is maybe needed within 6 months to possibly a year. Is FSU doing booster shots?

A: Currently, Fayetteville State University partners with a UNC System supported Vendor who provides our vaccination program. While we do not have the specifics yet on CDC's guidance for booster shots, we plan to procure a vendor to support us on campus with booster shots if recommended and when available.

Q: Although restrictions are lifted there is still public health and safety concerns because several people in our state and around the country have not been vaccinated. What steps are being taken currently to maintain campus health and safety with the new guidance? What steps will be taken in the fall with faculty and students returning from various states?

A: We continue to follow the health and safety guidance from the CDC, the State of North Carolina, as well as guidance for the UNC System. While restrictions have been relaxed for individuals who are vaccinated, you may still wear a mask and maintain a safe distance. We recommend unvaccinated students, staff, and faculty to wear a mask indoors and outdoors and to maintain a safe distance. We encourage everyone to wash their hands with soap and water or use hand sanitizers. The university will continue to have sanitizer stations throughout the campus. If students, faculty, or staff want masks or face shields, then these items are available upon requests. Face masks are required if you access the Student Health Center and the Child Development Center. In addition, if you want a sneeze guard for your workstation or office, then please coordinate your request with your supervisor. The campus will have mandatory weekly COVID 19 surveillance testing throughout the Summer and the Fall semesters for students. Employees are encouraged to participate in the weekly surveillance testing. If students, faculty, or staff have received the COVID 19 Vaccination, then they do not have to participate in the weekly surveillance plan. Any student or employee who test COVID 19 positive will follow the CDC guidelines for isolating and will have to present proof of negative results to return. If you are exposed to someone who is COVID positive, you do not have to quarantine if you are vaccinated. Unvaccinated students and employees will follow the CDC guidelines for quarantining and will need to provide a negative test to clear.

Q: What is the plan for automating our all our services so that we no longer must deal with physical paperwork, forms etc.? Can we ensure that each person has access to an Adobe sign account?

A: Going paperless is a campus wide effort. There must be a commitment by university leadership to invest in business process analysis, software (scanning and digital signatures), scanning hardware, and digital storage. Initially, each unit must review their business processes to ensure the manual processes are efficient and free of unnecessary steps. An example would be a document that requires 7 signatures must be analyzed to determine if all 7 signatures are truly needed. These process improvements and efficiency reviews can happen at any time by each individual department in preparation for a larger campus wide initiative. AdobeSign can be used as a tool to aid in starting a paperless initiative. Each unit must be mindful that AdobeSign does have a per transaction cost and departments will be billed for their usage. To obtain an

AdobeSign account a request can be submitted to ITS at www.uncfsu.edu/help and ITS will work with the department to create the account(s) and establish a billing process for that unit.

Q: Are you planning on bringing back and embracing our sororities and fraternities? Our HBCU is missing the Greek presence on campus.

A: Work is being done on the plots on campus and other projects are in the works to enhance Greek life on campus.

Q: Will we create opportunities for Broncolradio to be back in the Cafe?

A: We are looking to provide areas on campus where students, faculty, and staff can relax and listen to music.

Q: Is the fitness center that is to be built, is that open still to the public or only FSU Staff, faculty, and students?

A: FSU has plans to build a Health and Wellness Center that will be open to students, faculty, and staff. As a part of our original agreement with the City of Fayetteville, we will also welcome and allow senior citizens from the surrounding neighborhood to use the facility.

Q: Chancellors have benchmarks for retention & graduation rates been determined. Where would you like to see those rates in two to three years? Also, I believe our students need more community engagement. What are our plans to improve community engagement opportunities for our students?

A: Improving retention, and graduation rates is a priority for this administration. If you visit the [UNC System's website](#), you will see FSU's performance agreement that states what our benchmarks are for the coming year.

Q: Can we get in contact with the city of Fayetteville and possibly hang up some flags on Murchison Rd leading up to FSU? There is no University presence on "the murk".

A: The City has already agreed to allow us to hang banners for Homecoming 2021. We will also ask for this to happen throughout the year.

Q: Can we investigate having two commencement ceremonies on campus? Fall and Spring?

A: We have begun discussions to host two commencement ceremonies and will hear from our new Provost on this matter after her arrival on June 1.

Q: The turnover rate for academic advisors has been very high. Are we looking at hiring more academic advisors to assist the loads or raise the pay and keep the ones we have?

A: We would like to keep the great men and women who are currently serving in this capacity; however, we do have plans to hire more academic advisors to better serve our student population.

Q: Has any discussion or thought been given to senior citizens being able to take a class or enrichment class at the University at no cost, half cost, or willing to consider a reasonable cost?

A: This a great idea that builds a stronger Fayetteville and Cumberland County community. I will make it a priority to discuss with the new provost.

Q: At one point, FSU was supposed to receive money for a patent we created with the body heat charger. Will funds for that go towards campus improvement?

A: That patent was never licensed, so the University has not received any funds from it.

Q: Are we planning on moving Veteran's affairs back to campus and allowing them to have closed offices? A noise cancellation machine does not seem like a lot to those who serve our country.

A: We are in the process of expanding our military affairs team and the location will be changed. Since we are still in the process of navigating these changes, we cannot give specific answers just yet. As for noise cancellation machines, we will ensure that our military connected students have the necessary privacy when speaking about sensitive subjects with staff members.

Q: Can we get an electronic entrance gate for those parking in gated area?

A: This is something that can be vetted in the future. However, we currently only have three gated lots on campus and using the current gate arms work for what we need. Gate arms provide faster entrance and exit access. Replacement and repairs are less expensive as well.

Using a gate system would be slower to open and close, thus, causing potential traffic backups, etc. Also, if the gate malfunction, we would have to make sure vehicles would have entrance and exit access easily.