

**Subject:** Feedback requested - Response to a Sciences faculty member

**From:** Nikki Price <cnmcmill@ncsu.edu>

**Date:** 7/27/2021 6:22 PM

**To:** Brad Bohlander <bcbolahan@ncsu.edu>, Mary Cole Pike <mcpike@ncsu.edu>

**BCC:** Nate DeGraff <njdegraf@ncsu.edu>, Nikki McMillan Price <cnmcmill@ncsu.edu>

Good Evening,

A faculty member in the College of Sciences has repeatedly asked the questions below to Amy Orders and Julie Casani directly and has felt like he has not received actual responses to his questions. They both did respond to his inquiries. He then communicated with his department head, who then involved me as the College HR Asst Dean to provide responses to his questions.

I prepared the responses to his questions below. The following individuals have already reviewed my draft responses: Dan O'Brien, Kathy Woodford, Ursula Hairston, David Perryman, and Amy Orders.

Dan O'Brien recommended I run my draft responses by you to ensure I am representing the University position (from your lens) correctly since it is likely that the email I send will be forwarded to other faculty.

Please review the faculty member's questions. My responses are in red text. This is time-sensitive because hiring decisions are being made at this time.

**1) Is the University still not allowing professors to even ascertain the vaccine status of the people in our labs?**

**Responses:** At this time, the UNC System is not requiring students, faculty, staff, or visitors to receive the COVID-19 vaccine or to report their vaccination status to the university. Additionally, any known information about a participant's vaccination status may not be used to make decisions regarding their approval to be in a classroom, lab, or program.

Further, NC State is not requiring that people disclose their vaccination status. Of course, students and employees can always choose to voluntarily share their vaccination status with others. Keep in mind this is solely a personal decision.

In rare circumstances, exceptions can be made for specific legitimate university purposes. These could include participation in travel or trip activities or even university housing or hotel room assignments. In these instances, an individual can be asked to provide, on a voluntary basis, their vaccination status to help the department determine the best health and safety practices for the situation.

You can find more information at [Vaccine and Face Covering Q&A for Faculty and Staff](#)

**2) MUST I hire students that have told me that they are unvaccinated and expose my medically vulnerable to other students if I want to hire any students?**

**Responses:** You must make employment decisions based on business needs, job requirements, and candidate knowledge, skills, and abilities, without consideration to vaccination status. You may not base employment decisions on vaccination status.

**3) Must I fire all of the ones for whom I do not know the status of? If I am not allowed to fire all of them, then are you, on behalf of the University, saying that I MUST expose my medically vulnerable students to potentially or actually unvaccinated students?**

**Responses:** You must make hiring and separation decisions based on business needs, job requirements, and candidate knowledge, skills, and abilities, not based on vaccination status. Individual students, staff, and faculty must make their own personal decisions as to their work status and participation in University programs.

**4) Is the University considering requiring the vaccine?**

**Responses:** I don't know if the University is "considering" the requirement. The decision to require vaccines would be made by the UNC System Office. I can tell you that a vaccine is not required at this time.

**5) Is the University's position that I must choose the preferences of the vaccine skeptics over the health of the members of my lab that have reason to want to be only around vaccinated individuals?**

**Responses:** You must make employment decisions based on business needs, job requirements, and candidate knowledge, skills, and abilities, not based on vaccination status.

**6) If the solution is that the unvaccinated students are supposed to find other work, am I obligated to accommodate that request from my lab (and lab budget)? That will create more work for me, my lab manager, and I am guessing that it is an unfunded mandate, right?**

**Responses:** All individuals, regardless of vaccination status are welcome at NC State University and therefore are welcome to work in any NC State-owned facility. If a student believes they have a need for an ADA-related accommodation for the classroom or lab, they should contact the [Disability Services Office](#). If the student has an employment-related ADA-related accommodation request, they should contact the [Office of Institutional Equity & Diversity](#)

Thank you!

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