

Subject: Update: HACC's Preparation for the Coronavirus – May 12, 2020
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Good afternoon, colleagues!

Although the work of educating and supporting our students happens year-round, this week – which marks the end of the spring semester – feels like a milestone for the College. I am grateful for your helpfulness, kindness, resilience and consistency in a period of continual change. Thank you.

As you know, HACC students are resilient, brilliant, dedicated and so much more. To show our continued support for our students, we need your help.

By May 21, please:

- Think of a word that describes HACC students
- Write the word on a piece of paper
- Secure a picture of you holding the sheet of paper (it can even be a selfie!)
- Upload your image to our #HACCtogether [form](#)

We will use your images to inspire and encourage our current and future HACC students.

As you have come to expect, following are the commonly asked questions and our responses to them. Please note that some of these responses are tentative and subject to change.

If you have additional questions and you do not see the answers on the website, please submit the online form located on the website. Please see the webpage section called “[Information for Employees](#).” If you would like to see the information being communicated to students, please see the webpage called “[Information for Students](#).”

We will continue to update you regularly via email, the aforementioned website and Zoom sessions.

Thank you!

John J. “Ski” Sygielski, MBA, Ed.D.
Pronouns: He, Him, His
President & CEO
HACC, Central Pennsylvania’s Community College

1. Will we reopen campuses if our counties decide to reopen?

Campuses will remain closed until Aug. 17. For the summer semester, all classes will be held remotely or through Virtual Learning regardless if the status of our counties change. A task force is charged with developing a plan for returning to campus in the fall. The task force is looking at various phases between full on-campus, Virtual Learning and remote operations. At this point, we are likely to continue to offer at least some classes remotely in the fall. HACC will continue to follow the governor’s

recommendations for reopening. We are developing safety precautions for students and employees for the time when we can gradually reintroduce people on campuses. The safety of our students and employees remains a top priority.

2. **What does the realignment of the Student Engagement Department with the Office of Inclusion and Diversity (OID) involve?**

The assistant vice president of student engagement and all positions reporting to her will report to the vice president of inclusion and diversity effective May 11, 2020.

This change is part of the College's ongoing efforts to create a culture of inclusion and belonging.

The following are central to inclusion and belonging at HACC:

- Cultivating bonds and bridges that enable all of us to grow with and learn from one another
- Practicing acts of inclusion each day to foster a welcoming environment for all employees and students
- Engaging with employees and students who might have different views or interests
- Listening, caring and supporting - asking an employee or student about his, her or their personal story and sharing our own
- Considering how inclusion and belonging concepts connect to our field or profession and identifying professional development opportunities to help employees and students better integrate the concepts inside and outside of the classroom

The alignment of the Student Engagement Department with OID helps to create this environment.

The decision to realign the Student Engagement Department within the OID was made based on the following rationale:

- Intercollegiate and recreational sports and intramurals have a higher level of Title IX scrutiny, and with recently announced new Title IX regulations, it is essential that the Title IX coordinator has a closer relationship with HACC athletics.
- International student programs typically have inclusive excellence elements that mirror other diversity and inclusion programs and departments. Alignment with the Office of Inclusion and Diversity will enhance the international student experience.
- Student Conduct has a close relationship with Title IX, and the HACC employee in the current position is a deputy Title IX coordinator. It is essential to be able to closely monitor and provide guidance to this position.
- HACC's veteran programs assist many veterans to adjust to college life as a second career. They are reorienting themselves to new paradigms. Many are adult learners, and some come with disabilities and may need assistance in academic readiness. Veterans often encounter stereotypes and discrimination

from others inside and outside the academic environment. Inclusiveness in our thinking will prepare an environment where veterans and their transitions to the academic environment will be nurtured.

- Colleagues in the area of student involvement provide leadership, management and vision in the development, direction and enrichment of the student experience at HACC. They help create a culture of student engagement and success; work collaboratively to develop strategic activity and multicultural programming and student leadership opportunities; develop departmental goals and objectives based on best practices and assessment; and improve student success by increasing students' connection to the College community.

As a result of this change, the Office of Student Affairs and Enrollment Management will consist of five departments:

- Assessment and Strategy
- Learning Enhancement
- Safety and Security
- Strategic Recruitment and Services
- Student Progression

At this time, there are no other changes to this division. **There will be no furloughs or layoffs resulting from the realignment of the Student Engagement Department to the OID.**

It is our goal to create an inclusive, equitable and welcoming environment for all HACC students and our community. Using metrics established by inclusion, equity and diversity industry standards, the work of the OID will be evaluated through a series of measures, including, but not limited to, establishing baseline data sets, setting goals, conducting self-studies, using self-assessment tools and facilitating climate surveys.

3. The reorganization of the Office of Student Affairs and Enrollment Management seems to be very unsettled, and employees are anxious. What guidance can you give us?

We recognize that employees have experienced a great deal of change over the last year, compounded by the uncertainties associated with the COVID-19 pandemic. If you are feeling overwhelmed, anxious or want to talk to someone, please utilize the counseling services provided by our [employee assistance program \(EAP\)](#). Services are available 24 hours a day, seven days a week. There is no obligation, and it is confidential. Your first five visits are free.

The realignment of the Student Engagement Department within the Office of Inclusion and Diversity is a significant change. However, the move is consistent with the One-College reorganization and our commitment to inclusion and belonging, as named in the 2020-23 strategic plan.

The Student Engagement Department's relationship to the Office of Inclusion and Diversity emphasizes the College's commitment to our [core values](#) of excellence,

innovation, integrity and inclusivity. Also, this relationship will have positive impacts on our students.

We look forward to seeing the environmental and cultural changes that will occur in our students' lives as outcomes of this realignment.

4. Is the Study Abroad Program being eliminated?

The Study Abroad Program is being suspended as a result of the COVID-19 pandemic. During academic year 2019-20, several trips abroad were canceled. No trips will be scheduled for 2020-21.

5. When will the Study Abroad Program return?

At this time, no date has been established to resume the Study Abroad Program.

6. How many students and faculty will be impacted by the suspension of the Study Abroad Program?

The chart below shows the number of study abroad trips and the number of students and faculty who participated in the program over the previous three years. The number of students participating in the Study Abroad Program has declined over the last three years.

| Study Abroad | AY 2016-17 | AY 2017-18 | AY 2018-19 |
|-------------------------------|-------------------|-------------------|-------------------|
| Trips | 9 | 7 | 8 |
| Students participating | 88 | 62 | 61 |
| Faculty participating | 9 | 7 | 8 |

7. Will there be any furloughs or layoffs resulting from the suspension of the Study Abroad Program?

In light of the uncertainty of the Study Abroad Program, the coordinator of study abroad position will be eliminated. The employee will be offered a severance consistent with College policy.

8. During the Zoom session on May 7, Dr. Ski mentioned that some workforce programs may be held on campus as early as this month. Are other programs being considered to return to campus in May? If not, why not?

We are not planning to bring additional programs to campus in May while we are still in the red phase of the governor's stay-at-home order. The public safety programs received an exception to complete training of essential employees in fire, police and emergency services.

9. I do not understand the differences between "remote" instruction and "virtual" learning. Please explain the differences.

Remote instruction is the replacement for in-person instruction during the current situation. Using [Zoom](#), faculty meet with students during scheduled class times. While we were flexible about attendance because of the sudden change in situation for the spring semester, students and faculty will be expected to attend all scheduled class meetings via Zoom in the summer. If you are unable to attend scheduled class meetings, you may want to consider Virtual Learning classes.

Virtual Learning is a selection of online classes that typically do not have a scheduled time when students and faculty meet. Online coursework is not exclusively self-taught or self-paced, but as long as due dates are met, students' work can be done on various days and times.

***Quote:** Believe in yourself. Believe in your capacity to do good and great things. Believe that no mountain is so high that you cannot climb it. Believe that no storm is so great that you cannot weather it. Believe in yourself. ~Gordon B. Hinkley*