

Subject: Update: HACC's Preparation for the Coronavirus – May 21, 2020
Date: Thursday, May 21, 2020 4:54:09 PM

Good afternoon, colleagues!

I hope that each of you are able to take time to unwind over the long Memorial Day weekend. Our work is important but so is the time that we take off to recharge.

If you have shown kindness in some way during the pandemic – to members of our community, neighbors, colleagues, students or others – please submit your information through the online form on hacc.edu/Coronavirus. Your acts of kindness are inspirational.

As a reminder, employees are encouraged to do the following by the end of today, May 21:

- 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. Some wonderful images have already been submitted – thank you!

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. Why is HACC’s enrollment not increasing when community colleges all over the country are experiencing increased enrollments? Students who do not want to pay the higher costs of attending virtual classes at their universities are opting for community college virtual classes. What is HACC doing to attract these students?**

Most community colleges throughout the country are *not* experiencing increased student enrollments. In fact, many of them are reporting decreased student enrollments.

HACC's enrollment enhancement strategies fall into three categories:

- Identifying and removing barriers to students' registration and persistence (for example: placement testing alternatives, registration incentives and FAFSA workshops)
- Conducting individualized, personalized, continuous outreach to students' affinity groups
- Increasing quality, availability and accessibility of services to mitigate the stressors of the pandemic

Also, HACC is implementing modified marketing campaigns to 12 key target audiences. We are communicating that HACC is the best choice for current and future students for summer and fall 2020.

For detailed information, please review:

- [2019-20 Collegewide Marketing Plan](#)
- [Zoom session on April 30, 2020](#)

2. **Governor Wolf recently [announced](#) that Adams and York counties will move into the yellow phase of reopening beginning May 22. Does this mean employees assigned to work at the Gettysburg and York campuses will no longer receive emergency pay?**

In [Dr. Ski's May 14 email](#), we stated that when the governor provides additional guidance on reopening businesses, we will consider removing the authorization to pay emergency pay. We also stated that this could occur before the campuses reopen, which is tentatively scheduled for Aug. 17, 2020.

Therefore, based on Adams and York counties moving to the yellow phase of reopening, employees assigned to work at the Gettysburg and York campuses will no longer receive emergency pay effective May 22.

3. **How is it consistent with the [One-College philosophy](#) that employees working on campuses who are still in the red phase of reopening receive emergency pay, but employees working on campuses that have moved to the yellow phase receive only regular pay?**

The One-College philosophy states, "While all resources of the College shall be put to their most effective and efficient use without respect to geographic or divisional factors, units are expected to operate in a fiscally prudent manner so as not to cause continued or significant pecuniary loss." It is not fiscally prudent to continue to authorize emergency pay to work on campuses in counties deemed safe enough to move to the yellow phase.

4. **When will official organization charts for the One-College reorganization be posted in myHACC?**

The organization charts found in myHACC are built from data in Banner. We anticipate that employee data will be updated after implementation of the One-College

reorganization and that organization charts will be available by July 17.

5. **Will the College be closed on May 25?**

Yes. According to the [academic calendar](#), the College will be closed on May 25 for Memorial Day. With the exception of the Harrisburg Campus security team, employees are not authorized to work.

6. **HACC has been allotted approximately \$4.5 million of the \$9 million+ through the Coronavirus Aid, Relief, and Economic Security (CARES) Act to be used as emergency funding. That includes “The Paycheck Protection Program,” which is providing small businesses with the resources they need to maintain their payroll, hire back employees who may have been laid off and cover applicable overhead. Questions: Is there an itemized list of where the balance of the \$9+ million (\$4.5+million) is to be allocated? Is the employee payroll included?**

The \$2.3 trillion CARES Act has many provisions that earmark money for various purposes.

The Paycheck Protection Program (PPP) is a portion of the CARES Act focused on supporting small employers. HACC is not eligible for these particular funds.

Another portion of the CARES Act is the Higher Education Emergency Assistance Fund, of which HACC has been allocated approximately \$9 million. Of that money, half must be used for emergency financial aid grants paid directly to students. The other half is meant to support the direct costs related to COVID-19 and to support the expenses necessary to expand remote learning operations to meet the increased demand.

Based on the CARES Act guidelines provided by the U.S. Department of Education, the institutional funds cannot be used for direct payroll provisions as a result of employee lost benefits or wages. The College continues to evaluate how to deploy the institutional portion of the CARES Act funds in ways that appropriately meet these guidelines.

Quote: At the end of the day, we can endure much more than we think we can. ~Frida Kahlo