

**Subject:** Update on HACC's Remote Planning – Sept. 30, 2020  
**Date:** Wednesday, September 30, 2020 4:48:52 PM

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Good afternoon, colleagues!

Thank you for continuing to keep the health and safety of our students and colleagues at the forefront of your mind.

The pandemic is still very much with us, and we must remain vigilant. If you must be on a HACC campus at any time, please remember to do the following:

- Reference [hacc.edu/Coronavirus](http://hacc.edu/Coronavirus) for the process to gain access to HACC campuses.
- Complete the [On-Campus Authorization Form](#) and the [Wellness Screening Form](#) prior to arriving on campus.
- Go through the Wellness Screening booth upon arriving on campus.
- Wear a mask that covers both your mouth and nose while on campus.
- Stay properly distanced to meet Centers for Disease Control and Prevention (CDC) [guidelines](#).

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  
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1. **Why do we continue to hire employees after the College announced a hiring freeze?**

In an effort to help offset the reduced enrollment caused by the pandemic, we reviewed all open positions and picked those that we could cover functions on a temporary basis until we see our enrollments improve.

Full-time positions that are currently vacant are being frozen. **This impacts 31 unfilled full-time positions.** However, we did not freeze all open positions. The hiring freeze does not include part-time or grant-funded positions. This proactive effort was to help against potential active staff reductions.

Please view this frequently asked questions [link](#) for more information.

2. **With all the unrest surrounding racism, what is our Police Academy doing to ensure they are graduating cadets who will not try and murder people who look like me, on impulse?**

We have a profound respect for our communities and are responsible for ensuring that our [Police Academy](#) graduates are trained to the highest standards. Toward that end, we have added two to three days of training to the Academy focused on diversity and inclusion, communication and de-escalation. Additionally, we are committed to planning two conferences on diversity and inclusion annually for first responders within the communities we serve. We will implement the additional training with our current Academy and plan to have the first conference in January 2021.

3. **Do you have any updates about the fall 2020 virtual Commencement ceremony?**

The fall 2020 virtual Commencement ceremony will be held on Dec. 15 at 6 p.m. to celebrate the accomplishments of our spring and fall 2020 graduates. A link to the ceremony will be shared on HACC's Commencement [website](#). Graduating students will receive additional information in the upcoming weeks. Please continue to visit our website for more information.

**Quote:** *What we see depends mainly on what we look for. ~John Lubbock*