

Subject: Update on HACC's Pandemic Planning – Sept. 16, 2020
Date: Wednesday, September 16, 2020 6:13:15 PM

Good evening, colleagues!

Just as many of you did for the summer and fall 2020 semesters, I invite you to take just a few minutes to submit photos, videos and testimonials that [show how we are staying #HACCtogether](#) throughout the pandemic. Your submissions may be used in our marketing campaigns to future and current HACC students. Help us show everyone that HACC remains the best choice for higher education in Central Pennsylvania. Please visit hacc.edu/HACCtogether for more details. 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. Is there a way that students can learn more about clubs, College resources and community resources that can help them be successful this semester?

Students are invited to visit HACC's Virtual Student Involvement Fair at <https://flipgrid.com/haccfair2020> and on [HACC's Facebook and Instagram pages](#) today, Sept. 16, until 8 p.m. I participated in the fair and learned a lot about all of the resources available for our students.

Students will be able to explore videos from student clubs and organizations, College resources and community resources that provide support and help students get engaged. Students also can possibly win great prizes by completing the Scavenger Hunt at <https://forms.gle/7D6RdA1hkGbcKVnd9>.

For questions, please email Wendy Brubaker at wabrubak@hacc.edu. For more student involvement event information, please visit the [HACC Events Calendar](#).

2. What is the CARE Center?

The Consultation, Advocacy, Referrals and Empowerment (CARE) Center officially launches today, Sept. 16. It functions as a single stop to address non-academic student needs, including child care, food and housing, mental health, transportation and more.

Dedicated staff in the CARE Center connect students to resources and services available at the College or within the community. This service is free to all HACC students.

More information about the CARE Center is available at hacc.edu/CAREcenter.

3. What are additional reasons that HACC decided to continue with remote and virtual instruction and services for the spring 2021 semester?

We recently learned the following:

- There is a rise of COVID-19 cases among individuals aged 20-29.
- The vast majority of people transmitting the virus are completely asymptomatic. For example, if an organization has two positive cases, they probably actually have 20 positive cases.

We do not want to follow the models of other institutions of higher education, where an outbreak occurs on campus, students transition to remote learning and the administration then tells students to go home.

Following is media coverage related to other colleges and universities:

- <https://www.pennlive.com/news/2020/08/bloomsburg-university-moving-to-remote-learning-in-wake-of-90-coronavirus-cases.html>
- <https://www.pennlive.com/news/2020/09/lock-haven-university-will-suspend-in-person-classes-for-two-weeks-due-to-covid-19-infections.html>
- <https://www.pennlive.com/news/2020/09/temple-university-suspends-nearly-all-in-person-classes-for-the-fall.html>
- <https://local21news.com/news/local/gettysburg-college-sends-most-of-its-students-home-pauses-classes-for-one-week>

4. What is the job description for the position of associate provost of academic affairs?

The associate provost of academic affairs oversees the Department of Curriculum and Assessment; Department of High School and Transfer Partnerships; Department of Library Faculty; and the Honors, General Studies and Study Abroad programs. The position also continues to serve as the lead for transfer articulation agreements, general education waiver/substitution requests, the College catalog and the academic calendar.

5. Can full-time faculty request an assignment of up to 21 credits of workload for the spring 2021 semester?

Full-time faculty may request a total workload of up to 21 credits. This includes teaching and planning, preparation and assessment (PPAs) for winter session and spring 2021 semester classes.

We initially limited faculty to an assignment of up to 18 credits to allow flexibility when adjunct faculty pulled out at the last minute or when we needed to add sections of popular classes and had a limited number of qualified faculty. However, that resulted in some faculty being assigned up to 21 credits while others were held to 18 credits. We will allow faculty to sign up for a total workload of up to 21 credits for spring 2021 and assess the results.

Is the College going to withhold employees' share of social security taxes? I hope not, although I realize the decision is not for the employees to make. I do not want to deplete my social security funds, and I don't want to have deferred social security payments deducted from my paycheck at a later date.

Given that the program is a temporary deferral of taxes and may place potential hardship on employees by reducing their paychecks later to repay the deferral, the College will not be participating in the voluntary program.

The IRS recently released guidance to implement a presidential memorandum directing the secretary of the treasury "to defer the withholding, deposit, and payment" of the employee share of social security taxes on wages paid between Sept. 1 and Dec. 31, 2020 [Notice 2020-65, 8-28-20].

The memorandum provides employers the option to voluntarily defer the employee share of social security tax on applicable wages between Sept. 1 and Dec. 31, 2020. The employer would then withhold the deferred amount from the employees' wages between Jan. 1 and April 30, 2021. If the employer does not withhold and remit the employee portion of the tax by April 30, 2021, they face interest and penalties charges.

6. What events are planned for students to celebrate and recognize Hispanic Heritage Month during September?

Please see the student events listed below:

Museum of Latin American Art (MOLAA) Mural Exhibit

Celebrate Hispanic Heritage Month with a live virtual field trip to the Museum of Latin American Art (MOLAA) in California. A museum docent will guide you through a visual tour of the mural exhibition "OaxaCalifornia: Through the Experience of the Artistic Duo Tlacolulokos."

- Sept. 22 at noon
- Sponsored by the Student Involvement Department
- Space is limited and pre-registration is required. Students may pre-register at forms.gle/4zQsNK6rh46UNcyi9

Examining Latinidad at the Crossroads of Race, Culture, and COVID-19.

Students may join us on Sept. 23 from noon-1:30 p.m. as Dr. Michael Benitez, a leading scholar-practitioner and bold national voice on diversity, discusses "Examining Latinidad at the Crossroads of Race, Culture, and COVID-19." He will offer new insights into the Latinx experience.

Please use this link to join the session: [**Zoom information is redacted for security purposes.**]

For more Student Involvement Department event information, please view the [HACC Events Calendar](#).

QUOTES: "In every crisis there is a message. Crises are nature's way of forcing change--breaking down old structures, shaking loose negative habits so that something new and better can take their place." ~Susan L. Taylor

“We judge ourselves by our intentions and others by their actions.” ~Stephen R. Covey