

HIRING FREEZE – FREQUENTLY ASKED QUESTIONS

Why is there a hiring freeze?	The hiring freeze was implemented in response to the changing circumstances and uncertainty involving COVID-19. The College is seeking to be responsive to current conditions.
When did the hiring freeze begin?	March 18, 2020.
When will the hiring freeze end?	Until further notice.
What positions are affected by the hiring freeze?	All positions - With the exception of Grant Funded positions, those affected include Faculty, Administrative, Professional, Career, Temporary Part-Time, Regular Part-Time, Adjunct, and Student Workers.
Does the hiring freeze include searches that are currently underway?	Yes. Current searches in which an offer has not yet been extended are also included in the hiring freeze. Job offers made before Wednesday, March 18, 2020 will be honored.
Are there any exceptions to the hiring freeze?	Yes. If you believe that a current or future position is a critical need, communicate with your appropriate Cabinet member. Cabinet will be making the final decision of whether a position may move forward. Reason for exception may include positions critical to: <ul style="list-style-type: none"> • Campus and personal health and safety • Compliance with federal, state, and local laws and regulations • Delivery of essential College services • Advancement of the academic mission
What will happen to positions that are currently being advertised?	Cabinet is currently reviewing all positions to determine which will be considered critical to move forward. Positions that are not identified as critical at this time will be removed from the job site.
Should I communicate the hiring freeze to my pool of candidates?	No. If your position is affected by the hiring freeze, Human Resources will notify the candidates via email.
What if I have additional questions?	Contact your appropriate Human Resource Recruiter: <ul style="list-style-type: none"> • Devaris Chandler - devaris.chandler@fscj.edu • Julia Shorter - jroberts@fscj.edu • Mark Lynn - mlynn@fscj.edu • Sonja Cross - sonja.cross@fscj.edu If you are unsure of who to contact, please email Employment@fscj.edu , or call (904) 632-3210.