Minutes of the Board Meeting of Wednesday, January 19, 2022

CALL TO ORDER

The regular meeting of the Board of Trustees of Community College District No. 512 was called to order by Chair Stack on Wednesday, January 19, 2022 at 6:00 p.m. via Webex.

Member Kelley led the Pledge of Allegiance.

ROLL CALL

Present: Members Pat Stack, Bill Kelley, Greg Dowell, Diane Hill, Herb Johnson, Walt Mundt, and Student Member Pahul Mal.

Absent: Nancy Robb.

Also present: Dr. Stephanie Adair, Faculty; Nuri Akdeniz, Project Manager - Senior; Dr. Sue Bajt, Faculty; Mike Barzacchini, Director Marketing Services; Dave Braunschweig, Faculty; Laura Brown, Vice President and Chief Advancement Officer; Monica Busser, Faculty; Kathleen Canfield, Director Job Placement Resource Center; Al Cannestra, Maintenance Mechanic; Dr. Carol Carlson-Nofsinger, Faculty; Dr. Kim Chavis, Dean Health Careers; Tong Cheng, Faculty; Meg Coney, Administrative Coordinator; Dr. Maria Coons, Vice President of Strategic Alliances and Innovation/Board Liaison; Karega Cooper, Faculty; Dr. Kathy Coy, Director of Institutional Research; Enrique D'Amico, Faculty; Jim Edstrom, Faculty; Sue Egan, Executive Assistant; Nicholas Fiorito, Maintenance Mechanic; Rob Galick, EVP Finance and Administrative Services; Erin Graff, Interim Associate Dean; Susan Grant, Faculty; Bob Grapenthien, Controller; Edward Hamel, Faculty; Dr. Travaris Harris, Interim Associate Provost, Academics; Therese Hart, Faculty; Dr. Mary Kay Harton, Dean of Students; Dr. Michael Horton, Faculty; Stephanie Horton, Faculty; Roger House, Faculty; Dr. Joanne Ivory, Dean Career and Technical Programs; Dr. MaryAnn Janosik, Provost; Dr. Tamara Johnson, Vice President of Diversity, Equity and Inclusion; Jeff Julian, Chief of Staff; Rick Kellerman, Network Specialist; Maria Knuth, Faculty; Christine Kuffel, Faculty; Theresa Lake, Faculty; Jennifer Lau-Bond, Faculty; John Lawson, Chief of Police; Dr. Caryn Levington, Faculty; Jeannine Lombardi, Faculty; April Maman, Advocate Access; Tim Manning, Faculty; Virginia McHugh-Kurtz, Faculty; Dr. Maggie McKinley, Faculty; Melissa Merlos, Supervisor Circulation; Dr. Pardess Mitchell, Faculty; Kathleen Nikolai, Faculty; Bob Parzy, Associate Provost Enrollment Services; Crystal Peirce, Faculty; Kim Pohl, Director of Communications; Kimberley Polly, Dean Mathematics and Science; Kathryn Powell, Faculty; Dr. Avis Proctor, President; Dr. Dan Ranieri, Faculty; David Richmond, Faculty; Jaime Riewerts, Dean Liberal Arts; Stephany Rimland, Faculty; Jennifer Rojek Schullo, Faculty; Darlene Schlenbecker, Vice President of Planning, Research and Institutional Effectiveness; Linda Schumacher, Faculty; Rebecca Scott, Faculty;
Dr. Michelé Smith, Vice President of Workforce Solutions; Leslye Smith, Faculty; Dominique Svarc, Faculty; Dana Tenenbaum, Supervisor Wojcik Conference Center; Michele Theole, Faculty; Dr. Alicia Tomasian, Faculty; Darice Trout, Interim Dean, Business and Social Science; Sean Warren-Crouch, Promise Scholarship Program Manager; Bryan Wawzenek, Manager Communications; Dr. Andrew Wilson, Faculty; Riaz Yusuff, Chief Information Officer; Heather Zoldak, Associate Executive Director of Foundation/Major Gifts.

Guests: Emily Botheld, Robbins Schwartz; Melissa Cayer, Citizen; Jim McGrath, Citizen.

AGENDA APPROVAL

Member Hill moved, Member Johnson seconded, approval of the Agenda.

Ayes: Members Stack, Kelley, Dowell, Hill, Johnson, and Mundt.
Nays: None.
Motion carried. Student Member Mal advisory vote: aye.

PRESENTATION
Employee Resource Groups

Dr. Proctor shared the Society for Human Resource Management believes Employee Resource Groups (ERGs) increase employee retention, develop new leaders, and help recruit high quality diverse talent. Additionally, the American Association of Community Colleges and the Association of Community College Trustees issued a joint statement in June of 2020 acknowledging much work is required to provide programs for diverse students and equip current and future leaders with skills and knowledge necessary to succeed in an increasingly diverse and demanding higher education environment. She asked Karega Cooper, from the DREAM ERG; April Maman, from the LAND ERG; and Sean Warren-Crouch, from the SAFE ERG, to provide an overview of the ERGs at Harper College.

Mr. Warren-Crouch began by stating ERGs are groups of employees that volunteer to assist the College in creating an environment and culture that is welcoming and supportive of all employees, particularly those individuals who are members of historically underrepresented populations. The ERGs help employees build community and improve recruitment and retention of diverse talent. Oversight of ERGs fall under Dr. Johnson in the Office of Diversity, Equity, and Inclusion, and groups meet regularly to discuss relevant topics and help educate leadership on upcoming and important events.

He shared SAFE stands for Staff, Administrators, and Faculty for Equality and reviewed the group’s mission. Annual goals included increasing awareness and membership of the SAFE ERG, fostering partnerships with the Kenneth Young Center, and offering at least one group outing opportunity for members and allies. Recent accomplishments included being instrumental in implementing the Chosen Name Project where students are able to use another name.
other than their legal name to identify themselves at Harper, a presentation at the Professional Development Day on personal pronoun usage, and partnering with the Pride student club and Student Engagement to host PrideFest where over 75 students participated at the event.

Ms. Maman shared the LAND ERG stands for Learning about Abilities, not Disabilities and the group offers a safe space for employees with disabilities to meet to network and share resources. She reviewed their mission and history. Annual goals include recruiting new members to join the LAND ERG, conducting and sponsoring campus disability awareness events, and offering a space for members to share resources. Recent accomplishments include supporting various disability-related activities, sharing perspectives for what access accommodations might be with the Police and others across campus to better the campus community, and being able to raise awareness to students so they can understand what accessibility is for them across campus and what accommodation can be made to assist them.

Mr. Cooper explained the DREAM ERG stands for Diverse Relationships Engaged in Affirming Multiculturalism and reviewed their mission. DREAM began in April 2009 with approximately 12 faculty of color to address the insufficient diversity in full-time faculty. One year later the inaugural mentor mentee program began where he served as a mentee. In 2015, DREAM began admitting members from all employee groups. Annual goals include advancing the recruitment initiatives of the College to diversify the faculty by providing recommendations to human resources and advocating for diverse representation on search committees; promoting the retention efforts of diverse employees by providing professional development, mentoring and leadership opportunities; fostering a sense of community pride and unity of diverse employees of color on campus by holding monthly membership meetings and networking opportunities; and serving as a campus resource to increase awareness of diverse employee perspectives and promote greater involvement in College affairs. Recently, DREAM members helped organize, provided content, and sat on a panel during the 2020 Teaching and Social Justice Day of Action. Accomplishments included DREAM being recognized by INSIGHT Into Diversity as one of the First Annual Inspiring Affinity Group Award winners and a DREAM mentoring celebration was held with 54 pairs of mentors/mentees participating.

In closing, he stated all of the ERGs are not only places for members to build community within Harper, they provide a safe space for historically marginalized groups to amplify and raise their collective voices. He quoted Dr. King “Whatever affects one directly affects us all indirectly.”
Trustees thanked the presenters for a great presentation, and they appreciate the work the ERGs have been doing to foster a community to provide outlets for all.

STUDENT TRUSTEE REPORT

Student Trustee Mal shared the Student Government Association will be meeting next week for the first time in the spring semester. Students continue to query him about when the College is going to reopen. He met with Dean Harton to discuss ways Harper can increase transparency between faculty and students. As more transparency builds it creates a greater comfort level for students to be able to use faculty as a reliable source of support and information.

FACULTY SENATE PRESIDENT’S REPORT

Faculty Senate President Richmond acknowledged that Dr. Proctor and senior administration have engaged with the faculty leadership multiple times over the past month to discuss how the semester would start for faculty and students. He expressed his appreciation for the productive and transparent engagements that have occurred since the beginning of the year. Faculty were queried about how they would want to begin the semester, virtually or in person. Faculty were split and this only highlighted the fact that no matter what decision was made a significant number of faculty would be unhappy. He shared everyone is adjusting to the spring semester starting virtually.

PRESIDENT’S REPORT

Dr. Proctor began by sharing that last week faculty and staff prepared for the launch of the spring semester with Opening Week activities. The College also celebrated the vision and contributions of Dr. Martin Luther King, Jr. with the underpinning of the strategic plan focused on equity. She reminded everyone the three pillars that ground the College’s work: removing barriers; closing equity gaps; and deploying focused solutions. The presentation from the Employee Resource Groups is just one example of the many ways the College is advancing diversity, equity, and inclusion.

In response to the surging cases from the omicron variant, the College has begun the first two weeks of the spring semester virtually for both learning and working. She thanked the faculty and union leaders for the multiple engagements that helped make decisions.

Enrollment continues to be an area of focus. The College is focusing efforts on the adult market that values flexibility on modes of delivery both in the classroom and student services. Faculty and staff are discussing a HyFlex delivery model that allows for a hybrid flexible course delivery format. More than 40 faculty have participated in professional development opportunities to equip them to address the new modalities. Additionally, the College continues to look at new programming one of which is the new audio visual certificate developed in the music department.

She mentioned the College has been awarded the Certificate of Achievement for Excellence in Financial Reporting from the
Government Finance Officers Association for the annual comprehensive financial reporting. The report indicated the College meets "the high standards of the program, which includes demonstrating a constructive spirit of full disclosure to clearly communicate its financial story and motivate potential users and user groups to read the report." She congratulated the finance team for their excellent work. She closed by congratulating the negotiating teams for both the adjunct faculty and facilities employees for successfully negotiating contracts.

STUDENT SUCCESS REPORT
Audio and Video Arts Technology Certificate

Dr. Proctor stated the Business Strategy team looked across the College and the region to assess the needs of the community and used labor market data to identify areas where new programming was needed. She asked Edward Hamel, Faculty Fellow, Liberal Arts, and Jaime Riewerts, Dean, Liberal Arts, to share the information about the audio and video arts technology certificate that will come before the Board in February.

Ms. Riewerts began by stating liberal arts education in a staple in college and she is proud the music department has been able to be innovative and included some modern infusion to the traditional classical canon of music. She mentioned Mr. Hamel brings in an outside perspective that has brought a fresh look at the curriculum and relates to the students in a different way. Additionally, he has recently been honored with the Glenn Reich Award for his ability to infuse technology into the classroom. She mentioned Mr. Hamel was hired during the pandemic and spent his first months teaching virtually where he built bridges with students.

The new audio video arts technology certificate is a collaboration between the music and mass communication departments that will prepare students for entry level careers in audio engineering and live sound recording studios. Students also can transfer and earn a bachelor’s degree. The 22-credit certificate responded to the community needs of file and video editors, lighting technician and communications equipment, camera operators, and audio-visual technicians. An advisory council helped build the program at Harper to include both recording arts technology and film/video for students to be able to have a broad experience that will allow them an entry level position in the field.

Mr. Hamel began by stating the program is a three-semester sequence that includes an internship in the final semester. The internships will be with surrounding audio studios, video companies, broadcasting companies and even Harper’s performing arts center and radio station. The process has begun to establish articulation agreements with Northern Illinois University and Columbia College.

He shared the composition of the advisory committee which includes audio visual professions as well as educators. The committee has
been helpful in structuring the curriculum and identifying equipment needs to ensure students are prepared to enter the workforce. The curriculum has been restructured to include more technology and incorporating the interactive ear-training software Auralia.

Two student music clips were played. The first was from a Music Theory III final project that was a neoclassical style. The second was from a Music Theory I final project where the students were asked to compose an original piece of music. The sample music played was electronic dance music style. The music department has created a space for all students to explore all genres of music from various eras.

The Accidentals, a student club, has been formed and is a student led group performing a cappella music. Mr. Hamel is the advisor for the club, and he looks forward to hearing what the group will put together this semester. Additionally, a new course has provided opportunities for students to work on their own creative voices to improve their composition and songwriting skills, MUS179 Private Lessons in Composition. A Community of Practice (CoP) was formed with the goal to learn the advantages of incorporating technology into music curricula and its beneficial impact on diversity and equity in music. The CoP earned an innovation award for their work.

He closed by sharing there is a high school recruitment video that has been developed along with a brochure to circulate to surrounding districts to recruit prospective students. He thanked Ms. Riewerts for her ongoing support.

The trustees expressed their appreciation for an informative presentation.

HARPER EMPLOYEE COMMENTS

There were no employee comments.

PUBLIC COMMENTS

Chair Stack read the following public comments:

From citizen Melissa Cayer
1. My guess is that bad debt from students is from students who feel that they received a poor product from Harper Community College. What say you?
2. Conserve Resources. Downsize.
3. What classes do the Board Members want to take?
5. Think of ways to decrease the cost of the Graduation ceremony.

Chair Stack stated a comment from citizen Jim McGrath in response to previous emails with the Board of Trustees where he asked the following be shared at the January 19, 2022 Board meeting:
I am speaking to follow up on my email to the Board regarding inclusion of Turning Point USA on the Student Engagement page. Harper website says
https://www.harpercollege.edu/services/involvement/clubs/turning-point-usa.php

Turning Point USA
Turning Point USA (TPUSA) empowers young people to make a difference within their own campus and community by educating them about the importance of fiscal responsibility, free markets, and capitalism through innovative campus activism and non-partisan, thought-provoking discussion. TPUSA has helped thousands of college students apply for voter registration and access vote-by-mail ballots.

What does the TPUSA website say about its mission on its website?
https://www.tpusa.com/

TPUSA is a 501(c)3 non-profit organization whose mission is to identify, educate, train, and organize students to promote freedom. (That is “freedom” as defined by TPUSA.)

Professor Watchlist is a project of 501(c)3 non-profit Turning Point USA. The mission of Professor Watchlist is to expose and document college professors who discriminate against conservative students and advance leftist propaganda in the classroom. TPUSA will continue to fight for free speech and the right of professors to say whatever they believe; however, students, parents, and alumni deserve to know the specific incidents and names of professors that advance a radical agenda in our lecture halls. (TPUSA will fight for professors to say what they believe but if they do, and if TPUSA doesn’t agree, they will be reported and put on the Professor Watchlist. Sounds like Europe in the 1930’s or McCarthy in the 1950s.)

TPUSA also has a School Board watch list that includes:
Chicago Public Schools
Downers Grove District 99
Wheaton District 200
Algonquin District 300
Lyons Township District 204
Naperville District 203
Schaumburg District 54

Two bad actor examples at a recent TPUSA conference:
1. At a recent TPUSA meeting, Fox News Host Jesse Watters encouraged attendees to “ambush” Dr Fauci with a “kill shot” with a question about the “sloppy Wuhan Lab”. Watters then says, “when he can’t answer - Boom. He is dead.” (Fauci already has death threats. All it takes is for one person in the crowd to take his “ambush” comments seriously and act on them.) https://fb.watch/a4fr7w41sP/
2. Kyle Rittenhouse strode on stage at the TPUSA America Fest 2021 as the new rock star of the conservative movement, (claiming he) is a victim fighting a noble uphill battle against liberal persecution. Watch the video here: https://twitter.com/i/status/1473084860004593666
Do these actions of TPUSA support the Harper values and mission? I hope not.

While TPUSA is a 501c3 entity, its partner entity, Turning Point Action, is a 501c4 entity, also founded by Charlie Kirk. Turing Point Action comes packaged with TPUSA. Some examples from Turning Point Action:

1. On Facebook, a comment cast doubts on mail-in ballots because of the potential of mail fraud.
2. In September 2020, The Washington Post reported Turning Point Action had paid young people in Arizona, some of them minors, to post Turning Point content on their social media accounts without disclosing their affiliation with Turning Point. The posts cast doubt on the integrity of the electoral process, and downplayed the threat from COVID-19.

The response I got to my email was that inclusion of clubs was an administrative function. I am asking the Board to consider setting up guidelines and a vetting process in support of the Harper values and mission for the administration to then implement when considering clubs and organizations to include on the Student Engagement page. Lastly, I ask the Board to review the information on the Harper website for TPUSA and reconcile it with what TPUSA really is. The information on the Harper webpage is misleading. And while that is on-going, please consider removing TPUSA from the Harper list of clubs. There is no sponsor for TPUSA listed.

Thank you,
Jim McGrath

Chair Stack thanked Mr. McGrath and Ms. Cayer for their comments.

CONSENT AGENDA

Member Mundt moved, Member Dowell seconded, approval of the Consent Agenda.

Upon roll call for approval of the Consent Agenda, the vote was as follows:
Ayes: Members Stack, Kelley, Dowell, Hill, Johnson, and Mundt.
Nays: None.
Motion carried. Student Member Mal advisory vote: aye.

The Consent Agenda included:

The minutes for December 8, 2021 Committee of the Whole meeting, December 15, 2021 Board of Trustees meeting; accounts payable; student disbursements; payroll for November 19, 2021 and December 3, 2021; estimated payroll for December 17, 2021 and December 31,
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2021; bid awards; requests for proposals; purchase orders; personnel actions; Board travel; approval of travel expense exceptions; honors student merit awards; monthly financial statements; Board committee and liaison reports; grants and gifts status report for; consortium, cooperative and State of Illinois contracts purchasing status report; as outlined in Exhibits X-A.1 through X-B.4.

Minutes

December 8, 2021 Committee of the Whole meeting, December 15, 2021 Board of Trustees meeting.

Fund Expenditures

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<th>Account Type</th>
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<tr>
<td>Accounts Payable</td>
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<tr>
<td>Student Disbursements</td>
<td>$619,379.65</td>
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</tbody>
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The payroll of November 19, 2021 in the amount of $3,104,808.58, and December 3, 2021 in the amount of $3,087,165.793; estimated payroll of December 17, 2021 in the amount of $3,095,987.19 and December 31, 2021 in the amount of $3,095,987.19.

Bid Approvals

Ex. X-A.3.a Accept bid and award contract for the ComEd Monitoring Based Commissioning Project to AMS Mechanical System Inc., as the lowest responsible and responsive bidder in the total amount of $49,500.00 including a base bid of $45,000.00 and 10% construction contingency of $4,500.00 as provided in the Operations and Maintenance (restricted) Fund budget and contained in the Energy Optimization Measures Project budget.

Request for Proposals

There were no requests for proposals.

Purchase Orders

Ex. X-A.5.a Approve a purchase order to Eriksson Engineering Associates Ltd. for design and engineering services for the 2022 Parking Lot Maintenance Project, in the amount of $38,500.00, as provided in the Operations and Maintenance (Restricted) Fund, and provided in the 2022 Parking Lot Maintenance Project budget.

Ex. X-A.5.b Approve a purchase order to Eriksson Engineering Associates Ltd. for design and engineering services for the 2022 Sidewalk Maintenance Project, in the amount of $35,000.00, as provided in the Operations and Maintenance (Restricted) Fund, and provided in the 2022 Sidewalk Maintenance Project budget.

Ex. X-A.5.c Approve a purchase order to 20/10 Engineering Group LLC for professional services for Buildings B and P Electrical Upgrades, in the amount of $41,450.00, as provided in the Operations and Maintenance (Restricted) Fund, and provided in the Building B Motor Control Center Replacement budget and the Building P
Electrical Branch Circuit Panelboard Upgrades project budget.

Personnel Actions

Appointments
Rafael Sandoval, Classified Staff, Administrative Assistant, Client Systems, 12/13/2021, $41,925.00/year
Linda Sands-Vankerk, Temporary (through 6/17/2022), Interim Chief Human Resources Officer, Human Resources, 1/11/2021 approximately $55,800.00/year

Separations
Aaron Posey, Professional/Technical, Academic Advisor, Advising Services, 12/3/2021, Resignation 3 years 1 month
Jaime Saavedra, Professional/Technical, Academic Advisor, Advising Services, 12/16/2021, Resignation, 4 months
John Abraham, Classified Staff, Accommodations Assistant, Access & Disability Services, 12/10/2021, Resignation, 1 month
Employee #7394, Operations Services, 12/23/2021, 8 years 1 month

Board Travel
There was no Board Travel.

Travel Expense Exceptions
There were no Travel Expense Exceptions.

Honors Student Merit Awards
Approval of the honors student merit awards, as presented in Exhibit X-A.9.

Financial Statements
Review of monthly financial statement as outlined in Exhibit X-B.1.

Board Committee and Liaison Report
Alumni Liaison Report: Member Mundt reported the Harper Alumni Program partnered with Harper’s Job Placement Resource Center (JPRC) and Continuing Professional Education (CPE) to host the career focused webinar for alumni: Switching Gears in Your Career on Thursday, January 13. Alumni learned strategies and tips for changing careers in today’s environment from the JPRC and about educational career paths to consider through the Harper’s CPE program. The webinar playback will be available on the alumni website as a resource.

Harper Talks: The Harper Alumni Podcast Episode 16 is now available. Tom Schnecke, Emmy winning Vice President and Director of Operations and Engineering for CBS2 Chicago, joins Harper Talks to discuss the experiences that have led him to his current career. Mr. Schnecke was named a Distinguished Alumni honoree in 2009, and he worked as the faculty advisor of WHCM for 17 years, which played an integral role in his future within broadcasting. Listen by visiting the alumni website at harpercollege.edu/alumni and or search “Harper Talks” on all podcast platforms.
Foundation Liaison Report: Member Hill shared the Foundation Board and will be holding a workshop on the Inspire Campaign public launch on February 1st. This will include strategies for each committee’s involvement in the INSPIRE Scholarship Campaign. The Foundation’s calendar year-end direct mail campaign was a success, raising over $41,000 (118% of goal) in support of student scholarships and program support from alumni, retirees, friends, and volunteers.

Two new scholarships were established in December – the Frank and Minerva Solano Scholarship for First Generation Latino Students and the Fred and Janine Pfeiffer Endowed Scholarship (for adult learners).

ICCTA Liaison Report: Member Kelley mentioned the ACCT National Legislative Summit is scheduled for the first week of February. The ICCTA will convene a meeting during the Summit as well.

Grants and Gifts Status Report

Current status of operational public and private grants to the College, and status of cash donations and in-kind gifts to the Educational Foundation, as outlined in Exhibit X-B.3.

Consortium, Cooperative and State of Illinois Contracts Purchasing Status Report


NEW BUSINESS

Exhibit XI-A: Lease Agreement for Classrooms at Partners for Our Communities (POC)

Member Kelley moved, Member Johnson seconded, to approve and issue a purchase order to lease two classrooms at Partners for Our Communities (POC) in Palatine to provide courses, including English as a Second Language (ESL) Literacy and High School Equivalency (HSE), as outlined in Exhibit XI-A.

Upon roll call, the vote was as follows:
Ayes: Members Stack, Kelley, Dowell, Hill, Johnson, and Mundt.
Nays: None.
Motion carried. Student Member Mal advisory vote: aye.

Exhibit XI-B: Approval of the IEA/NEA Unit Collective Bargaining Agreement for July 1, 2021-June 30, 2024

Member Hill moved, Member Dowell seconded, to approve the IEA/NEA Unit Collective Bargaining Agreement for 2021-2024, as outlined in Exhibit XI-B.

Upon roll call, the vote was as follows:
Ayes: Members Stack, Kelley, Dowell, Hill, Johnson, and Mundt.
Nays: None.
Motion carried. Student Member Mal advisory vote: aye.
ANNOUNCEMENTS
BY CHAIR
Communications  There were no communications.

Calendar Dates  Calendar dates are printed on the Agenda for Board information. The next Committee of the Whole Meeting will be Wednesday, February 16, 2022 at 5:00 p.m. in the Wojcik Amphitheater. The next Board of Trustees Meeting will be Wednesday, February 23, 2022 at 6:00 p.m. in the Wojcik Amphitheater.

ADJOURNMENT  Member Kelley moved, Member Johnson seconded, to adjourn the meeting.

In a voice vote, motion carried at 6:59 pm.

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Chair    Secretary