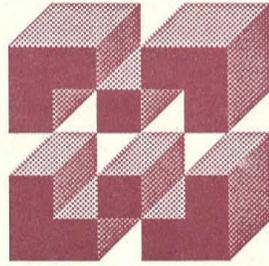


The Harper Insider



Volume 4 Number 2

March 1989

Service Awards

Harper College Service Awards were recently presented to long-time employees. 20-year pins were given to:



*L to R, back: Mike Carroll, Bob Tillotson, Gil Tierney, Marshall Fisher, Frank Smith, Bill Miller, Diane Callin, Frank Oliver.
Front: Meyer Rudoff, Joe Yohanan, Joe Bauer, Bob Nolan, Fran Dionisio, Les Hook, June Steffen.*



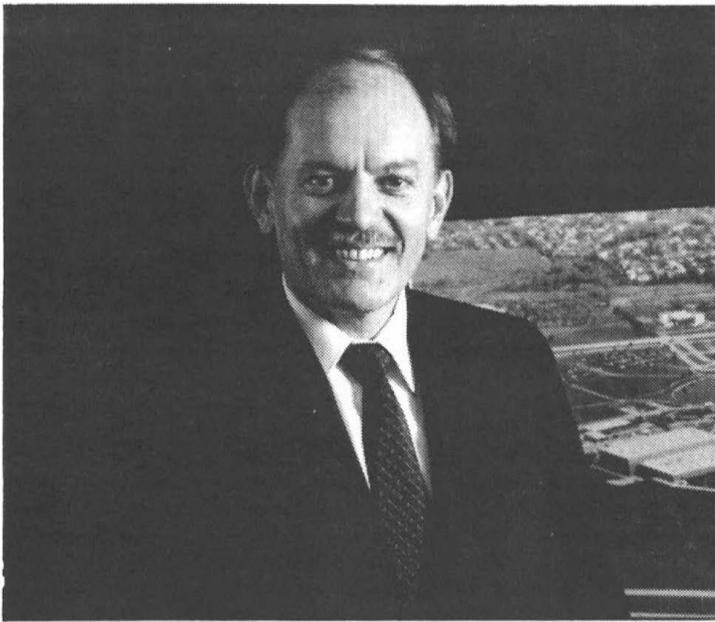
*Receiving 15-year pins were: L to R, back: Juan Lopez, Ed Downs, Lea Bartow, Dave Williams, Pat Bourke, John Callahan, Lola Smith.
Front: Pete Gart, Dee Morning, Carol Neuhauser.*



*Awards for 10 years went to: L to R, back: Kevin King, Jane Campagnolo, Chuck Harrington, Betty Brooker, Anna Harshbarger, Frances Brantley, Vicki Rowe, Linda Sorenson.
Front: Lorel Kelson, Bobbye Levine, Pat Mulcrone.*



*Recognized for 5 years of service were: L to R, back: Jan Jacobson, Carol Tucker, Geraldine Schuenke, Rick Cowan, Bill Walsh.
Front: Bruce McConnell, Carol Schweitzer, Karla Hill, Geetha Murthy, Jane Allendorph, Edna Goldberg, Dawn Spannraff, Sue McGinty, Ed Zamora.*



The President's Message

Many of you have had the opportunity to meet with me in the employee group sessions which have been conducted weekly since last fall. I have now met with about two-thirds of all of the full-time staff. The exchange of personal information and the sharing of concerns, likes, and hopes have been of real benefit to me. Based upon comments and notes I have received from participants, many of you feel the same.

Several have asked "What next?" "Can we continue this?" Right now I am not planning to continue this type of forum beyond this year. I will use the information I have received, and that which remains to be gleaned from groups I have scheduled into May of this year, in planning for the College's future.

There are several concerns which have already been addressed, are in the process of being addressed, or are on the drawing board for attention later. There are other concerns which will need further review before we can determine how, when, or if they can be addressed.

I will be summarizing all of the information I receive after these meetings are completed. Since I will not complete the round of meetings until the end of spring term, copies of the summary will be shared with you when fall '89 term begins. There will be statements which indicate what has been done in those areas where action has been taken. There will be opportunities for you to respond to the summary by indicating your level of interest and concern on many items which remain to be addressed. These responses will become a part of our planning effort for the future.

I look forward to the remaining meetings that I will have with those of you with whom I have not yet met. I have been impressed by the intensity of interest of all our employees in the future welfare of Harper College. It is obvious that you care for and are proud of this institution. With that kind of internal commitment, there is every reason to picture a very bright future for the College and the students we serve.

Insider's View of Pierre Lacocque

Pierre Lacocque, of Student Development, associate professor of psychology, joined the Harper family in 1988. His area of responsibility here includes serving as director of the Community Counseling Center, coordinating mental health services on campus, providing in-service training for staff, and seeing some students for personal counseling. He also is involved with the DAWN program on campus and serves as a consultant to the staff counselors.

He believes in the merits of support groups for both students and non-students, and hopes to have such groups available in the areas of personal growth, relations with the opposite sex, adapting to college, remaining drug and alcohol free and healthy eating.

Pierre's most recent position prior to coming to Harper was at Lutheran General Hospital. He was psychiatric director of Parkside Weight Loss Clinic and coordinator of the Compulsive Overeaters program as part of out-patient psychiatry. He also worked as a psychotherapist in individual and couples therapy. When he has available free time, Pierre indulges his passions for reading and writing.

Born: Jerusalem, Israel

Education: Ph.D in counseling psychology, Northwestern University, 1980; B.A. and M.Ed., McGill University, Montreal, Canada

Family: wife Victoria and 2 children, Jonathan and Natalie

Favorite Food: northern Chinese

Hobby: reading, writing, listening to blues music

Best advice my parents gave me: Treat other people decently.

I would like to learn: word processing and piano

I can't stand: cruelty and injustice

If time and money were not a problem: I would devote more time to studying and writing and family.

One thing I've learned in life: There is always more to learn.



Retirees' Corner

Phyllis Scherer, administrative secretary in Technology, Math Physical Science for 18 years before she retired to Bella Vista, Arkansas, is back in the classroom — tap dance classroom, that is. She taught tap in the Continuing Education Division here at Harper and now teaches three tap classes every Tuesday in Bella Vista.

Wellness Week, April 11-13

The fifth annual Harper College Wellness Week will be April 11-13 with the Health Fair on Wednesday, April 12.

During these three days, seminars and workshops will explore memory changes, fears and phobias, sexuality, compulsive overeating, prayer, chemical dependency, cancer risk reduction and cardiac health. Practical topics such as managing

your medicine cabinet, health issues for the traveler, dependent adult children and care of the elderly in your home will be presented along with participative programs on walking, yoga, and aerobics with weights. You will have the opportunity to learn to love yourself, manage difficult people, increase self esteem and use natural highs to enhance the joy of living.

Watch the campus mall for the Wellness Week brochure and plan to attend these fine presentations.



Mammography At Harper

Nine out of ten women will **not** get breast cancer.

However, there is no way to guarantee which women will be among the fortunate nine. All women can take steps to detect breast cancer in the early stage—when the prognosis is best and treatment can be most successful.

Mammography, a painless, low exposure x-ray test, can detect breast cancer years before you or your doctor can feel it—usually while it is still localized and with a high chance of cure. It is recommended that women have an initial mammogram between the ages of 35-40, periodically every year or two between 40 and 50 years of age as determined by you and your physician, and annually after 50.

The Health Service is bringing Diagnostic Service Incorporated and Early Detection Mobile Clinic to Harper's campus for mammography on the following dates and times:

| | | |
|---------------------|---|---------------------|
| Saturday, March 11 | — | 8:00 am to 1:00 pm |
| Monday, March 13 | — | 7:00 am to 6:00 pm |
| Tuesday, March 14 | — | 7:00 to 6:00 pm |
| Wednesday, March 15 | — | 10:00 am to 8:00 pm |
| Thursday, March 16 | — | 10:00 am to 8:00 pm |
| Friday, March 17 | — | 7:00 am to 6:00 pm |
| Saturday, March 18 | — | 8:00 am to 1:00 pm |

The mammography takes approximately 15 minutes, and the appointment will include a review of self examination procedure and time for any questions you may have. A qualified radiologist will interpret the films and a written report will be sent to your physician within two weeks. You must provide your physician's name and address at the time of the test.

The mammography is available to you, your family and community members at the reduced cost of \$60.00. For further information and to schedule this valuable diagnostic examination, call Diagnostic Services Incorporated at 438-2156.

From The Chair Student Conduct Committee



When a student is charged with an alleged violation of the Student Conduct Code, the vice president of Student Affairs determines the validity of the charge and then offers the student a choice of a hearing before an administrator or before the Student Conduct Committee.

If the student chooses to meet with the committee, Dr. Mike Ostrowski, chairman, and the committee work toward a resolution of this charge based on treatment of the underlying cause of the behavior rather than merely punishment for the result.

The recommended disciplinary information is forwarded to the vice president of Student Affairs who advises the student of the decision. If the student disagrees, he or she may then appeal to the president.

According to Ostrowski, the committee is not called upon often — which probably speaks well for the conduct of students who come to Harper.



For Your Information

| | |
|---|--|
| Spring Break | Sunday-Monday, March 19-27 |
| Board Meeting | Thursday, March 23 8:00 pm; Board Room |
| Campus Closed-Good Friday | Friday, March 24 |
| American Association of Community and Junior Colleges | Wednesday-Saturday, March 29-April 1 Washington Hilton, Washington D.C. |
| Board Retreat | Thursday/Friday, April 6-7 |
| Illinois Council of Public Community College Presidents/ Illinois Community College Trustees Association | Thursday-Saturday, April 6-8 Marriott, St. Louis |
| Board Committee of the Whole | Wednesday, April 12 7:30 pm; Board Room |

Department Developments

The Special Programs and Services Division has chosen **Vicki Atkinson**, testing and assessment specialist, and **Martha Simonson**, professor of English, as recipients of the Fred Rutz Award. This recognition, initiated only this year, is given to Harper staff who have made outstanding contributions toward assisting disabled students. . . **Vern Manke**, vice president of Administrative Services, has assumed the chair of the Illinois Community College Chief Financial Officers organization. . . In the Cardiac Rehabilitation Program, **Nancy McCorrie** recently became certified as an exercise technologist by the American College of Sports Medicine and **Julie Hunter**, **Sherilyn Sorem** and **Laura Adams** were certified as Advanced Cardiac Life Support Providers by the American Heart Association. . . **Frank Solano**, director of Financial Aid and Veterans Affairs, is an annual contributor to the Illinois Association of College and Admissions Counselors' HOTLINE, which provides information on colleges, programs and financial aid available to prospective college students and their families. . . Professor **Bob Tillotson** of the Music Department recently chaired a forum on "Maintaining Standards in Open Enrollment Institutions" at the annual meeting of the National Association of Schools of Music in Chicago. The session was conducted to facilitate an exchange of quality control practices and aspirations. . . **Lou Ann Yackley** and **Delane Foust** of the piano faculty presented a session on "Preventing Dropouts: Motivation and Communication Strategies for Piano Teachers" at the Illinois State Meeting of Music Teachers National Association in Edwardsville, IL. . . **Christopher Kranz**, placement specialist, was selected along with five other individuals to represent the Northern Illinois Rotary groups as an emissary to South Africa. He will be there for five weeks this summer. Chris represents the education sector in this competitive cultural exchange program. . . Professor **Jerome Stone**, Philosophy Department, was elected to three-year terms on the Board of the Society for the Philosophy of Creativity and the program committee for the central division of the Society. . . Welcome to the following new and returning staff members: **Dion L. Bentle**, Special Programs & Services; **Delores Kowalczyk**, LRC Library Services; **Leon Hussisslan**, LRC Media Services; **William Pemstein**, Physical Education, Athletics & Recreation; **Robert Cunningham**, Technology, Math & Physical Science; and **Shirley Sheika**, Admissions. Congratulations to **Richard Johnson**, Physical Plant, on his promotion. Look for **Mary Jeziorski**, formerly in AED, now in Word Processing. . . **Will Hoffman**, director, Human Performance Laboratory, reports that nearly 100 people attended the recent cholesterol awareness breakfast, where a ten-week cholesterol reduction program called "Eaters Choice" was discussed. A pilot class to test the effectiveness of the "Eaters Choice" format began in February. . . Congratulations to parents of new arrivals Joshua Ryan Mullins, son of **Terry Mullins**, Adult Educational Development, and Vincent Joseph Cincinello, son of **Diana Cincinello**, part-time math instructor. . . Congratulations and best wishes to **Carolyn Johnson**, Physical Plant, and **Dale Cook**, former Harper employee, who were married January 21, and to **Kay Webb**, also of Physical Plant, who was married to Lee Claver on Friday, the 13th of January, in Las Vegas.



President Thompson and Director of Development Ray Devery announce the winner at the annual Valentine's Day Raffle.

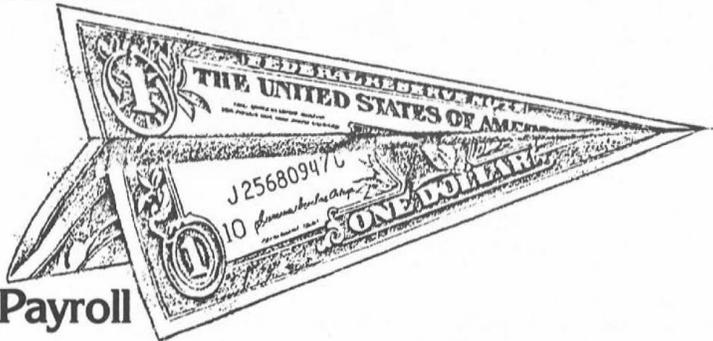
Prize Winners

William Howard won the trip for two to Hawaii in the annual raffle sponsored by the Harper College Educational Foundation Annual Campaign Fund.

Winners of the weekend packages at area hotels include John [Name], Lisa Kaufman Lindahl, George Evans, Jeanne Leininger and Denny Ryther.

Other prize winners include Steve Catlin, Charlene Christin, Barbara Fairwood, Chuck Gura, Kathleen Hanahan, Julie Elfesen Kuhn, Augie Melchert, Bill Neumann, Guido Norini, Lorraine Oates, Halina Polakowski, Joann Powell, Jeri Resner, Elaine Stoermer, Tom Thompson, Audree Walsh, Bill Walsh, Janet Friend Westney, Joan Young, Renee Zellner and Bob Zilkowski.

Congratulations to all the winners, and thanks to all who contributed to the Fund.



Payroll

Beginning with the payroll of July 14, 1989, the Harper payroll system will be biweekly, and payday will be every other Friday. That means your earnings will be equally divided into 26 paychecks rather than 24. Payroll deductions will also be spread over 26 pay periods. This means that your paycheck will be slightly smaller beginning in July, but don't be alarmed — it's only because it's spread over two more pay periods.

During the weeks the campus is closed on Fridays, payday will be every other Thursday, following the established procedure for paydays occurring on holidays.

Starting with the fall semester, full-time faculty members may choose to receive their pay over the 20 pay periods covering the academic year.



Getting to Know Trustee Molly Norwood

Molly Norwood, who serves as secretary of the Board of Trustees, was originally appointed to a seat on the Board left vacant by the death of Trustee Ray Mills. Norwood had been in the area since 1968 in Elk Grove Village where she was a member of the Library Board. When she moved to Rolling Meadows, she says she "still wanted to be active in the community," in addition to her work as a reading consultant for District 15, so she applied for the Harper College Board of Trustees vacancy. "It seemed the natural course for me, because it's been a family interest all my life. My father was on a high school board, my brother serves on a school board, and my husband is a Board member for Southern Illinois University." Additionally, she and a son had both taken courses at Harper, and she had "very positive feelings" about the College.

When she joined the Board, financial issues were at the forefront with a referendum still to come. She notes that finances will always be a major concern for the Board. "We will have to continue to be cognizant of operating costs and changes in the cost of living as well as being aware of resources available to us. To be responsible to the citizens, we need to budget carefully but keep the quality that makes Harper a special college." She adds, "Harper's quality is very well known. I've been proud to represent Harper at state functions, and I always get wonderful comments about the College."

One of Norwood's current concerns is her commitment to assuring that minority needs are understood and actively addressed. "My Board colleagues are very supportive of equal opportunity and affirmative action programs," she notes. "We all do come from different backgrounds, but we have the same goals in mind — maintaining the outstanding quality of Harper College, and assuring that the excellent opportunities here are extended to all groups in our communities."

In looking toward the future, Norwood sees the fiscal problem as a constant in the Board's concerns. "It will always be there, unless state funding is improved," she states. "We must be as cost effective as possible, and that may mean making some hard decisions." And in regard to her own future, she says, "Barring the unexpected, I plan to seek re-election to the Board in November."

Women in Transition — Challenge for the '80s



Focus on the Women's Program

March is a month of anniversaries for the Women's Program. The program was founded in March, 1969, and since then has earned national recognition as a pioneer in women's studies. The Program, headquartered on the first floor of Building P, has a staff of seven women, including a secretary and three placement advisors who work exclusively with Project Turning Point, a program for displaced homemakers.

Program Coordinator Rena Trevor has been a part of the program since its inception. As members of the advisory board that was formed to initiate a program for area women, Trevor and Harper Trustee Kris Howard were part of a volunteer staff that implemented the first Expanding Horizons workshops. Four-and-one-half years later, Trevor became the program's coordinator and has been a major force behind its subsequent growth.

Trevor believes one of the most effective innovations was the creation of a program brochure that is distributed district-wide. "Enrollment mushroomed," she says, with the publication of the first brochure. In the past 15 years, enrollment in the program has increased from 300 to 3,000 a year.

Of the many services provided by the Women's Program, the proudest accomplishment for Rena may be Project Turning Point. Begun with state funds to help displaced homemakers, Project Turning Point "opened a gate and a flood came in," she recalls. The project is designed for the displaced homemaker, the brutalized woman, the welfare recipient and the teenage parent. Program offerings include training and other preparation for the marketplace that will help women achieve "gainful employment." That means jobs that will pay them enough to support themselves and their children and that will offer significant career advancement.

Another anniversary being celebrated in March is the 10th observance of Women's History Week at Harper. At the suggestion of Trustee Kris Howard, this event began here with a one-day seminar. Staff of the Women's Program, along with other Harper personnel and volunteers from several local women's groups have seen their efforts pay off as Women's History Week has grown into a local tradition that focuses on the contributions of women in such areas as politics, religion, fashion, labor unions and the arts.

Trevor believes that one of the greatest contributions of the Women's Program has been to make women aware of the specific opportunities available to them at Harper. Recalling the changes that have occurred since the beginning of the program, she pointed out that many more programs are now offered in the evenings and on Saturdays, compared with the early days when most of them were offered during the day because there were more women at home then. Trevor states that the program will continue to adapt to women's changing needs. Ongoing emphasis will be given to academic programs and non-traditional occupations and to the very special opportunities made available to women at Harper College.



From left to right Women's Program staff members, Carole Christiansen, Jeanne Kline, Betty Brocker, Phillis Tiegler, Beth Miller and Rena Trevor.

Staff Development Activities

Recent staff development events included a March workshop on employee motivation and retention sponsored by the Supervisory/Confidential Staff Development Group. A workshop entitled "Improving Your Odds For Getting What You Want" will be held on April 4 and 5. Details regarding specific times and registration information will be distributed soon. The Classified Staff/Physical Plant Staff Development Group is looking for "talented" employees interested in participating in a Talent Show next fall. Sound like fun? Call Diane Kinn at extension 2550 to be included.

If you have not already received a communications handbook or desk calendar from the staff development group and would like one or more, please call Linda Alberts at extension 2541.

Please call the Chairperson of your respective staff development group with any questions and/or suggestions. Chairpersons are:

Bob Huffstutler, Classified Staff/Physical Plant Group
Jane Harris, Professional/Technical Group
Julie Guiney, Supervisory/Confidential Group

We would like to hear from you.