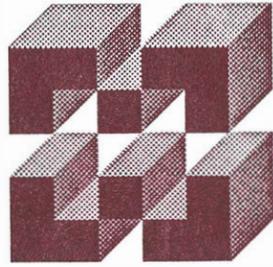


The Harper Insider



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September 1989

Employee Day, 1989



Arriving staff members received a morning greeting from Dr. Thompson...



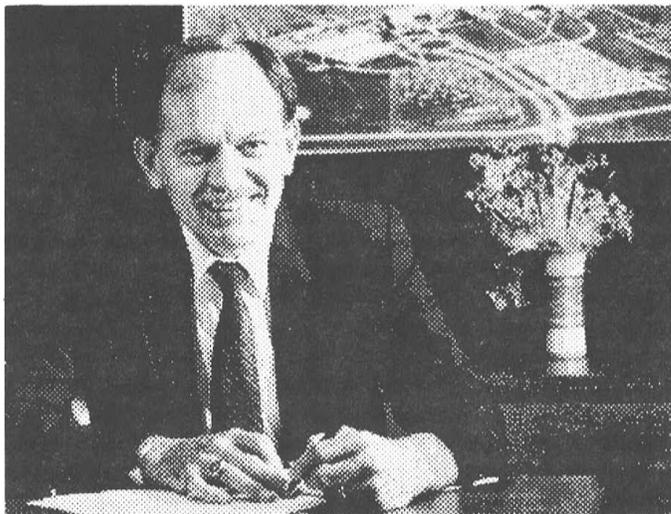
and an excellent breakfast served up by administrators with assistance from the Food Service Staff.



Vern Manke took a turn at the grill to begin the morning...



and Bill Howard was at the microphone to wind up the kick-off presentation beginning the year's work toward creating the Preferred Future for Harper College.



The President's Message

"LEADERSHIP 2000," a conference sponsored by the League for Innovation in the Community College and The Community College Leadership Program, University of Texas at Austin was, without question, an inspiring experience for the team of Harper administrators and trustees who attended. The superlative conference directed critical leadership thinking on the next ten years and what community colleges can be in the coming century.

Clark Kerr, former President of the University of California, led off the conference by setting the stage for administrative and Board of Trustee action. He said the arena in which we work today is a much more difficult and complex one than when he was a university president. "The corral is smaller and the fences are higher," he stated.

A keynote presentation on a complex issue which will continue to be problematic for years to come was the focus of Dr. Thomas Fryer, Chancellor of Foothill-DeAnza Community College in California. He emphasized a proactive approach in dealing with racial bias. With the California legislature adopting specific guidelines for employment practices which all community colleges must follow, Dr. Fryer exhorted colleges across the country to move on this issue by promoting institutionwide understanding and pursuing aggressive policies to preclude inclusive state mandates. He also highlighted the need for what he called "the ethic of commitment" for employees to model and for future generations to adopt.

A global perspective on leadership was presented by Robert A. Gordon, President, Humber College of Applied Arts and Technology, Toronto, Ontario, Canada. The prevalent themes included the need for new types of workers, new skills, and continued development of basic communication skills; the need to instill the value of earning our way; matching our standards in all facets of endeavor with international standards; the importance of leaders teaching leaders; and human diversity as an exciting, stimulating and creative phenomenon which must be accepted and encouraged.

K. Patricia Cross, professor and author, University of California, Berkeley, encouraged leadership efforts in teaching and

learning, and in recognizing the value of quality instruction. To evaluate teaching effectiveness, she urged faculty members to become researchers in their own classrooms so they can determine what kind of learning occurs and under what circumstances. This heightens the teachers' awareness of their instructional methods, and consequently improves the quality of their own performance. Intrinsic rewards, she believes, are more significant in changing behaviors than extrinsic ones. Partnerships, sharing of resources and a larger vision enhance self-confidence and vitality.

Author, consultant and teacher Tom Peters, President of The Tom Peters Group in Palo Alto, California gave an inclusive view of what it takes to achieve leadership excellence. He stated that the coming century must be a truly "lifelong learning century" because we are in an era of "brain-based economy." With examples from corporate America, large and small, he made the case that the competitive advantage goes to companies that learn faster and are willing experimenters. They thrive because they show vigor, nimbleness and hustle. He encouraged leaders to organize their institutions consistent with the human spirit - which self-managed, profit sharing firms do well. Unfortunately, "the United States is not committed to a world class work force," he observed.

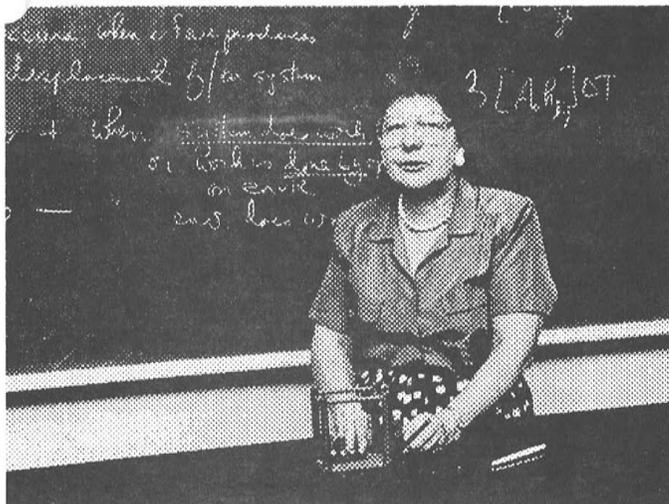
Community colleges were acclaimed by Peters as the educational institutions offering hope for the future. Reiterating the maxim that "customers come first," the community colleges' willingness to change, experiment and meet the needs of the wide variety of "customers," the students, puts them ahead of other educational entities in this country. He also stated "Anything worth doing is worth doing poorly," his point being that we should get on with things we believe in and which we see must be done rather than wait for the perfected plan or process.

Besides the keynote speakers, multiple workshops were in session which Harper team members attended. The topics included administrative team building, minority student success, international issues, working together with faculty senates and unions, strategic planning, trustee leadership, staff development for the 21st century, achieving institutional renewal, retention, academic collective bargaining, creating a positive campus environment, managing change, developing human resources, global responsibilities and access, and excellence in teaching.

A feature which gave the conference added value was the time and space allotted for teams to meet at the end of each day to review and share ideas from each of the workshops attended. These sessions allowed us to identify key points that we wanted to incorporate into our plans when we returned to campus. It also helped each of us to reinforce the leadership theme of the conference.

We have already built some of the ideas into our planning. The team members -- Trustees Barbara Barton, John Coste, Kris Howard, Molly Norwood and Susanna Orzech and administrators David Williams, Bonnie Henry, Vern Manke, Ray Devery and this writer -- returned enlightened and enthused about Harper's role as a leader in community college education and its potential for even greater influence and excellence in the coming decades.

Insider's View of Betty Windham



Betty Windham, Technology, Mathematics and Physical Science, is back on the Harper campus after spending two years teaching and doing research with the Physics Education Group of the Physics Department of the University of Washington, under the auspices of Dr. Lillian McDermott.

Windham teaches physics and physical science here at Harper. Her work in Washington involved a method of teaching called the "Physics of Inquiry," which is a way to help students learn the concepts of physics and physical science without emphasizing mathematics. This method, using mostly lab time with little lecture time, prompts the students to interact, to ask questions and to work out the answers themselves.

Windham, whose love of science began in grade school, feels the inquiry method will benefit students who have trouble learning the concepts and who might be inclined to drop out for that reason.

She has taught on the elementary and high school level, but prefers the community college level. She has been on the Harper faculty since 1969. "I like having older students in my classroom - they have different ways of looking at things and are not afraid to verbalize their ideas," says Windham.

Born: Chicago

Family: two sisters, one brother, three nieces, two nephews and two cats - Tippy and Spotty

Favorite food: hot spicy ethnic food, such as Thai

Hobbies: attending the opera and the theatre, flower and vegetable gardening, walking, listening to music, and reading

Best advice my parents gave me: There isn't too much a woman can't do, and don't ever be afraid to try something new.

I would like to learn: how to play a good game of golf

Favorite books: biographies and James Michener books

Last movie seen: *Rain Man*

I can't stand: people who don't make an attempt to try different things and solve their own problems.

If time and money were not a problem: I would do a lot of traveling - first, the parts of the United States I have not seen, and then the parts of Europe I have not seen.

One thing I've learned in life: Keep smiling no matter what happens.

Margaret Scott Wins Fred C. Rutz Award

Margaret Scott, associate professor in the Mathematics Department of the Technology, Mathematics and Physical Science Division received the Fred C. Rutz Award during the Fall Semester Meeting of the Academic Enrichment and Language Studies Division.

This award was presented to Ms. Scott for her exceptional contributions in promoting the academic success of disadvantaged students. She received the award for her efforts in developing an effective means of offering remedial math instruction to hearing impaired students which resulted in the creation of a special section of Math 050 for the hearing impaired and the recruitment of a deaf instructor for this section. Margaret also assisted the staff of Disabled Student Services in closely tracking student progress and in monitoring the quality of this educational endeavor.



Left to right, Tom Thompson, coordinator of Disabled Student Services, award winner Margaret Scott, and Dean Liz McKay of the Academic Enrichment and Language Studies Division.

Getting to Know Trustee Susanna Orzech



The newest member of the Board of Trustees, Susanna Orzech brings to her position 20 years of experience in education. She was elected to the Harper Board in 1987.

Before moving to the Chicago area in 1985, Orzech had been chairperson of the Board of Trustees of the Aurora Public Library in Colorado. She is active in the Barrington Area Historical Society, in the Barrington Area Arts Council and the League of Women Voters.

Orzech has been a long time proponent of community colleges, believing that they contribute to a strong community and deliver maximum education to all ages. She believes that Harper's particular strengths are the quality of the faculty and a sense of direction and sound management that "allows teachers to teach and students to learn."

At the time of her election to the Board of Trustees, she expressed concern about a lack of community awareness regarding Harper and the space crunch on campus. She also cited student apathy as a major problem at Harper. She is particularly impressed with the improvements made in this area and gives credit to outstanding leadership by the last three student trustees assisted by some excellent articles in the *Harbinger*. She states that community awareness will remain a challenge because of the transiency of the area. Regarding the space crunch, she believes that the "time to act is now."

Orzech is hopeful about Harper's future and states, "Harper will be an indispensable resource in the community, but we need to keep moving, to solidify our leadership role in the community and help prepare the community for global interdependence."

"My ultimate goal for Harper would be for a future visitor to the campus to ask any staff member, 'Who is responsible for the quality of education here?' and have the staff member reply, 'I am.'"

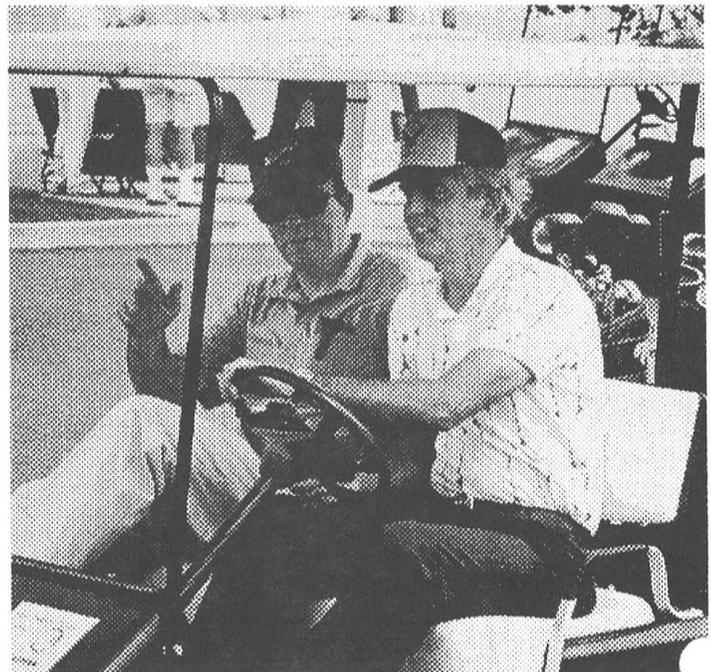
From the Chair Curriculum Committee

"The Curriculum Committee serves as a vehicle by which new courses can be evaluated and a determination can be made as to how these new courses meet the College objectives and Illinois Community College Board guidelines," states Chairman Dennis Brokke. Representation from all campus faculty groups gives everyone the opportunity to know what proposals are coming before the Committee and then have input into the process. The Committee truly is a resource for curriculum planning and development.

The process of adding a new course to Harper's curriculum begins with the faculty member who will teach the course, and requires the preparation of a rationale for the class -- including course objectives, topical outline, method of presentation, method of evaluation and the textbook to be used. After preliminary approval is given, the Curriculum Committee meets to consider the addition, checking to see that adequate classroom space is available, that the new class does not overlap current offerings and that credit courses are transferable.

The Committee also works with suggested changes in curriculum such as course descriptions, prerequisites, credit hours or program changes.

After approval by the Committee and the required administrators, the course or change must be approved by the Illinois Board of Higher Education before it can be offered. The total approval process takes at least two semesters from the time the Committee sees the course material for the first time.



The foursome of John Gelch, Roger Bechtold (shown above), Steve Catlin and Will Hoffman took first place team honors at the Educational Foundation Golf Outing.

Focus on Publications and Communication Services

Last spring, a reorganization brought together six departments to form Harper's Publications and Communication Services. The resulting 'mini-publishing house' includes Editorial, Word Processing/Typesetting, Photography, Graphics, the Print Shop and the Mail Center.

"Many of our publications involve all six departments," notes Manager Joan Young. "The scheduling can be somewhat complicated, and one of our goals for this year is to streamline our scheduling and tracking procedures."

In addition to publication projects, each department has unique responsibilities. As part of its involvement in marketing, the Editorial department prepares press releases, cable TV and radio announcements, and originates display advertisements. Projects in the Word Processing department include instructional materials, forms and individualized letters. The Graphics and Photography departments provide a variety of materials used both in classrooms and for institutional presentations. In the Print Shop, instructional materials, Board and administrative documents, and internal manuals are printed in addition to brochures and posters. The responsibility for the copying machines used throughout the College also rests with the Printing department. The Mail Center has the responsibility for monitoring postal costs for the College and handling outgoing and incoming mail as well as intra-campus service.

Department personnel are also working to update their skills in order to keep pace with current developments in publishing. For example, Editorial staff members are taking advantage of Harper's Pagemaker classes, as is Photographer Ray White. "Computers are a necessary tool in design now," Graphics supervisor Marlene Hunt-Brasch notes, and Harper designers have been working with a variety of graphic software programs for the past few years, building new skills with each project.

A manual is being prepared which will include detailed information about services and procedures, but the booklet cannot be completed until the new scheduling and tracking system is fully developed. In the meantime, information sheets have been provided to all College departments giving basics for ordering publications, signs, photos and for arranging for press releases and mailings.

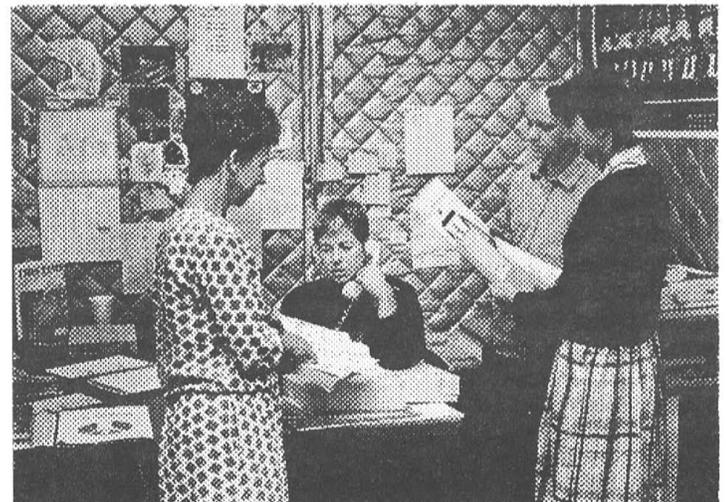
The support the department has received during the reorganization has been most encouraging and the initial efforts toward increased efficiency have been well received. "I think all across campus people have been supportive," said Peter Gart, Print Shop supervisor. "They like the idea of anything being improved!" He adds that the reorganization also follows Dr. Thompson's vision for a more 'coordinated and efficient' campus.



Typesetter Molly Lindquist (left) assists Bobbye Levine and Mary Jeziorski in learning the typesetting system, with some editorial input from Anne Frost.



Selecting photos is part of the production of a course schedule for photographers Ray White and John Callahan, designer Mark Steffen, Marlene Hunt-Brasch and Joan Young. Designing another project are Mike Knudsen, Mike Chomiczewski and Leila Pepper.



Joellen Freeding and Chris Powell (left and right) confer with Lorel Kelson and Pete Gart about an upcoming printing job.

Department Developments

Mike Fischer, Northwest Cardiac Rehabilitation Center, has received certification as an exercise test technologist from the American College of Sports Medicine...**Katchen Mc Donald**, also a staff member of the Northwest Cardiac Rehabilitation Center, has obtained Advanced Cardiac Life Support Certification...**Virginia Bender**, coordinator of the data processing program, BS/SS, has been named to the 1989 edition of *Who's Who in the Midwest*; **Karla Hill**, research clerk in Planning and Research, and her husband, **Warren**, have been winning prizes in national car shows with their 1960 red Buick LeSabre convertible including a first place at the Buick Regionals Meet in Bloomington, Minnesota...**Kathy Norum**, secretary, TM/PS, gave birth to a daughter, Lisa Marie, on August 15. New faces on campus this month include **Shari Pergricht**, counselor, Student Development; **Katherine Roller**, bilingual advisor, AE/LS; **Robert Paul**, lab assistant and **Gwendolyn Claybourne**, job developer, AE/LS; **Debra Ruben** and **David**

Graham, lab assistant, Academic Computing; **Glenn Therkelson**, manager of systems and software, Academic Computing; **Lynne Lutman**, part-time cashier, Finance; **Scott Petrocelli** and **Deanna Collins**, part-time mail messengers, and **Michael Chomiczewski**, graphic designer, Publications and Communication Services; **Margaret Krueger**, bilingual secretary, DSS; **Alice LaPlante**, part-time clerk typist, FA/VA; **Donna Parkison**, part-time accounting clerk, Bookstore; **Marcia D'Agostino**, part-time clerk typist, Admissions; and **Elaine Kolasa**, part-time receptionist in the Registrar's Office.

Promotions for the month include **James Hauser** to custodial foreman, Physical Plant and **Patricia Carney**, secretary, College Relations. **Anne Frost**, Publications and Communication Services has been reclassified as editorial supervisor. **Nancy Wahl** is now a Library Assistant in the Learning Resources Center. **Bobbie Richardson**, HVAC mechanic, Physical Plant, retired on July 28 after 17 1/2 years of service.

Condolences to **Betty Goldberg**, lab assistant in the Chemistry department, on the death of her husband, Jack.

Faculty Orientation



Heralding the start of the fall semester was Orientation in the Building J Theatre, where returning faculty members were welcomed back and new arrivals were introduced by the division deans. A long-standing tradition, the event features announcements and informational presentations as well as the opportunity to meet with colleagues at the beginning of the semester.

The Harper Insider is the monthly Harper College newsletter produced by Publications and Communication Services. We cordially invite all employees to contribute stories and information before the first of the month for the issue published at midmonth. Please contact Anne Frost, A302, extension 2512.