

The

insider

A Publication for Employees of William Rainey Harper College

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Changing Habits Yield 10 Tons of Recycled Trash Each Month

"We're changing habits," says Jon DeJonker, Harper's custodial supervisor, "and that's hard to do." Referring to the College's recycling program, DeJonker says that while recycling is already a part of our children's lives, it's been more difficult to train adults to participate. "We're used to throwing things away!"

But that must change. The commitment to recycling is part of the College's Preferred Future statement, and the State of Illinois has mandated that educational institutions reduce landfill waste 40 percent by the year 2000. Harper is well ahead of the game on this. Already we've cut bills for hauling trash from \$52,000 per year to \$13,000, but DeJonker explains that this cost could be even less if we recycled all the paper we use. "We generate tons of paper, so it's the individual office worker who is going to make this work," he says.

Since scavengers pay more for white paper, he'd like us to separate colored, computer and white paper—and be more careful about throwing trash in recycling bins. (If trash is thrown in with the recyclable paper, the basket becomes contaminated.) To make this task easier, call DeJonker at extension 2350 to request extra wastebaskets or separators to use in a single wastebasket.

Other campus recycling projects are going well. The Food Service area, of course, recycles polystyrene, aluminum, metal, plastic and glass; chemistry labs have arranged for hazardous waste removal; the Print Shop recycles its solvents and oils; the Photo Lab retrieves silver byproducts; and the Roads and Grounds department uses lawn debris for mulch and compost. In addition, the Purchasing department is specifying recycled materials. "This is especially important," DeJonker says. "It creates a demand for recycled products."

Harper's recycling—in one month—translates into ten tons of materials!

- 1,560 pounds—newspaper
- 545 pounds—aluminum cans
- 1,130 pounds—glass
- 5,590 pounds—corrugated cardboard
- 2,020 pounds—polystyrene
- 1,080 pounds—books/magazines
- 3,950 pounds—computer paper
- 1,360 pounds—colored paper
- 3,210 pounds—white paper
- 350 pounds—phone books

DeJonker admits that recycling is expensive—in terms of time spent separating materials—but that this pays off in the end: "We've reduced the trash going to landfills, and the College is setting a good example for the community."

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The President's Message

This month's message was written by Ed Dolan, Harper's new vice president of Academic Affairs.

In my brief tenure at Harper College, individuals around the campus consistently ask, "What do you think of Harper?" I thought this would be a good opportunity to share some of my initial impressions. To begin, I want you to know that it is a *lot* colder here than it is in the Pacific Northwest. Having moved from this area some 15 years ago, I conveniently forgot what cold is. I know this has been a *mild* winter; I guess my thin blood is slow to adapt.

On a more serious note, I have spent as much of my time as possible out in the program and division offices. Harper, at a young 25 years of age, is a large and complex organization. The College is dynamic and exhibits many of the characteristics found in large organizations. Appropriate concerns about communications, budgets, personnel issues, etc., are heard and intention to improve is manifest. At the foundation of the infrastructure, both formal and informal, however, are the *people* who make Harper hum.

It is here that I have been most impressed. In one-on-one encounters, small group and committee meetings, and divisional receptions I have consistently come away impressed with the quality and the caring attitude exhibited by those Harper individuals I meet.

Let me be more specific about the above observations. Clearly the individuals I have met are committed to what the College is about. I am struck by the working intensity of the people in the divisions and other College offices. Staff and faculty are busy, friendly and always willing to help and assist this new vice president (and not because of the role I play at the College, as many of them don't have the foggiest idea who this guy is). I am impressed with staff willingness to serve and go the extra mile, and with faculty commitment to being involved beyond the classroom with students and with the governance and operations of the College.

My experience tells me that it is not how we are organized and how resource-lean or rich we may be that makes a difference. What really makes an organization work is the talent, commitment, willingness and caring of its individuals. Yes, I am very favorably impressed with the people of Harper College.

Several events during the past weeks have helped me get to know Harper better and have helped form initial impressions. They include:

- The honoring and celebrating of Harper College five, 10, 15, 20 and 25 year employees—such talent and commitment and such a rich history.
- A stimulating tour of the biology laboratories courtesy of Jim Arnesen, Pat Bourke and the biology faculty. I never did take biology as an under-

graduate; I sure am tempted...

- A series of division get-togethers that allowed me to meet many of you and to *begin* to put names with faces. However, it will take me awhile to get *all* of your faces and names connected.

- A "Win-Win" bargaining training session provided the opportunity to set contract discussions context and to introduce me to committed faculty, administrators and Board members.

- The performance by black artists Felix Justice and Danny Glover. Justice recreated Martin Luther King's (a personal hero) memorable speech from Memphis (1968) and Glover read some of the powerful poetry of Langston Hughes. The experience will stay within me for a long time.

- A very inspiring and moving performance by the Harper Symphony Orchestra at the Winter Concert. The performance included the premier of Chicagoan John Downey's Symphony, which was commissioned by the orchestra to honor the memory of Maestro Frank Winkler's son David, who died at the age of 27 from lung cancer.

In summary, I am very favorably impressed with Harper College and my admiration and appreciation are clearly due to the very fine people that I have met. Although these initial impressions are based on but 50 days in your community, I feel strongly that Harper College's greatest resource—its people—provides an excellent foundation for our journey toward the College's Preferred Future. I am excited and pleased to be here and I can hardly wait for my thin blood to adapt. Finally, I look forward to serving you and to our mutual journey through the 1990s into the twenty-first century.

FOCUS ON

Tutoring Center

Renata Niebuda admits to being a "regular" in the Tutoring Center. Although she received her Associate in Science degree last fall, she is taking additional coursework in calculus and chemistry this semester before applying to a physical therapy program. "I come here for help with the problems I don't catch in class," she says. "The tutors break the problems down—they take them step by step." She adds that if she hadn't come to the center, her grade point average would have been much lower. "I would have gotten much worse grades," she explains. "But I got A's and B's!"

Sophomore Kristine Demonica agrees. "The tutors help me understand things," she says. "I'm hard of hearing, and even though I have an interpreter in the classroom, it's hard for me to catch everything. I need the one-on-one attention!" Kristine is enrolled in Math 102 and finds it difficult to take notes in class while simultaneously keeping an eye on the interpreter, the overheads and the blackboards.

This fall the Tutoring Center will celebrate its tenth anniversary, and it now provides support for 70 courses each semester. "Our principal concern is to aid students in achieving academic success," says Nimi Tobaa, Center supervisor. All services are offered free of charge to Harper students, who may schedule weekly appointments or may "walk-in" as needed.

The Center is organized into four tutoring areas, each managed by a tutor coordinator. Carol Tucker coordinates math, while Cathy Lossmann handles accounting and

computer information services, Doris Howden, English, and Diane Lin, science. The coordinators spend about 90 percent of their time tutoring and the other 10 percent coordinating services with the faculty.

About half of the tutors are experienced professionals. The others are student tutors—peers—who have earned an A in the course for which they are tutoring and have been recommended by their instructors. All tutors attend training sessions to learn more about the learning needs of students and how to interact with the varied population that the Center serves—including ESL, returning students and traditional aged students.

In addition, the Center is now reaching out to the community. Area

elementary, junior high and high school students can set up hourly appointments for a fee. "Our busy times with Harper students are between 10:00 am and 1:00 pm and then from 5:00-7:00 pm. We offer community tutoring right after school—during our downtime," Tobaa explains. She adds that the center also offers a grammarline, where community members can call in with grammar questions.

Word of the Tutoring Center's success goes beyond the immediate community, however. As one of the largest tutoring programs in the state, Harper's Center is frequently called for advice by staff members from other colleges. They have heard about Harper's program and often want to visit and observe it in action.



Tutoring Center Director Nimi Tobaa (seated right) looks over the appointment log with (from left) Diane Lin, area coordinator for science, Karen Lamb, Center secretary, and Doris Howden, area coordinator for English.



Area tutor coordinators Cathy Lossmann (left), accounting and computer information systems, and Carol Tucker, math, assist students with daily work and exam preparation. The Center now offers support services for 70 courses each semester.

INSIDER'S VIEW

Ed Ponczek

Ed Ponczek loves a challenge. As a 23 year member of Harper's sociology faculty, he's always looking for exposure to new ideas and activities—teaching AIDS awareness, attending political and special interest rallies and experiencing events that are new to him.

Ponczek has been legally blind since 1975, with his vision correctable to only 20/400. He has ocular histoplasmosis—a result of a childhood infection that has left him with no central vision. "I can't read facial cues," he says, "so I tell my students that if they're going to sleep in my class, they'd better snore!"

But this condition doesn't hold him back. He's active in the AIDS awareness campaign and, in fact, he and his wife were instrumental in arranging for the AIDS quilt to be displayed on campus last spring. "My father was a doctor, and as a child I saw how his knowledge made a difference in people's lives," he says. "So, I decided to raise my voice against AIDS."

He's also interested in doing whatever he can to end the epidemic. "I try to make people aware that where there's a route (to the infection), there's a risk. They must close off that route. After all," he says, "they infect themselves."

His interest in social issues also takes him to conventions and rallies for many organizations—Marxist, gay and lesbian groups, for example. He explains that as a sociology teacher, he

needs to know what really goes on out there. "That way I get a more authentic impression of what I'm teaching," he explains.

Born: LaPorte Indiana, grew up in Fort Wayne

Education: Bachelor's and master's degrees in sociology, Indiana University

Family: Wife, Nancy, a Red Cross corporate trainer; daughter, Natasha, a Harper communications major

Interests: Exercise. But I don't run, I "trudge."

What I learned from my parents: My parents—my mother as a teacher and my father as a doctor—consistently displayed competence and integrity both at home and at work.

If time and money were not a problem: I have many answers to that!

I would like to learn: Who shot JFK.

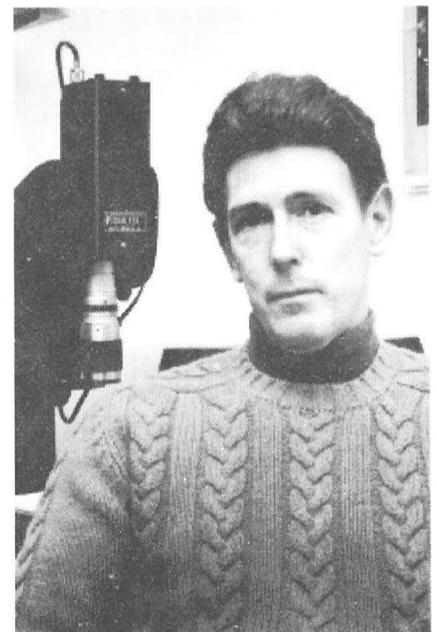
One thing I've learned in life: To pursue original sources of assertions and especially to question taken-for-granted explanations of current issues.

I don't care much for: Pretentiousness, rudeness and similar behaviors that make a productive and enjoyable experience difficult.

Favorite food: Barbecued ribs and curly fries from The Texan in Algonquin

Favorite books: Alice Miller, *For Your Own Good: Hidden Cruelty in Child Rearing and the Roots of Violence*; Stanford M. Lyman, *The Seven Deadly Sins: Society and Evil*; and Richard S. Lazarus, *Emotion and Adaptation*

Favorite movie: *Dr. Strangelove* and *The Loved One*



Ed Ponczek

Harper Welcomes Two New Administrators

Ed Dolan, Vice President of Academic Affairs



"It took a lot to move me from where I was," says Ed Dolan, Harper's new vice president of Academic Affairs. "But Harper's programs and people really impressed me!" Dolan adds that Harper has a very fine reputation nationally and that he was especially impressed by the College's fast pace, commitment to quality and emphasis on the future.

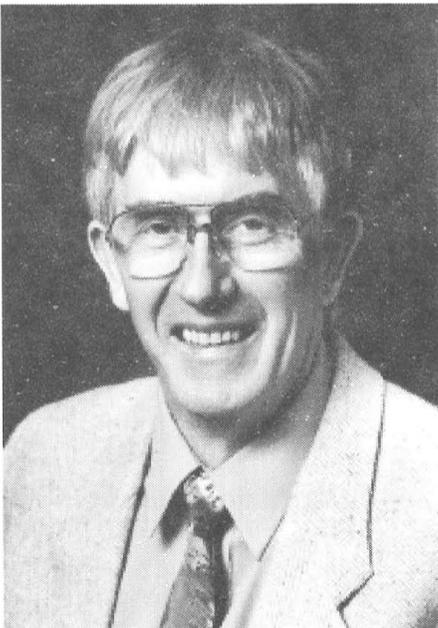
Dolan feels especially comfortable joining the staff as he had worked previously with Dr. Thompson at Bellevue Community College in Washington—where Dolan was the chief academic officer and Thompson was the president. "Our working relationship has already been established—and it's a good one!" he explains.

Dolan enjoys the community college atmosphere and its emphasis on

teaching. In fact, he plans to stay in touch with the teaching/learning process by teaming up with his wife, Helen, to offer a psychology course next fall. Both hold advanced degrees in psychology, although she has spent most of her career in private practice while he has focused on education.

Their two children have added an international focus to their lives as son, Kevin, a composer and music graduate, lives and works in Japan, and daughter, Melissa, a communications major at Gonzaga University in Spokane, Washington, just completed a year of travel and study in Florence, Italy. In his spare time Dolan enjoys reading and is also an avid golfer. "And I know there are plenty of people around the College who can teach me more about that!" he says.

Jerry Gotham, Dean of PEAR



division toward Harper's Preferred Future. "By developing additional health and wellness programs needed in our district, we will be able to provide wellness programming for all age groups in our College and surrounding community," he says.

Gotham adds that one of the major attractions of joining the Harper staff was its commitment to wellness. "In addition to our present wellness offerings, I would like to put together a total wellness package—one that would serve Harper students, staff, the community-at-large as well as the multitude of corporations in the district," he says.

In this growth process, Gotham hopes that soon the PEAR division will be able to provide fitness testing, lifestyle assessments, cardiac and sports injury rehabilitation and wellness education for all age levels. "Our ultimate goal is to teach people to make and practice lifestyle changes that will reduce the risk factors for disease and enhance

their lives," he says, adding, "It has been my experience that behavior change is best facilitated by combining health knowledge with a supervised physical and social experience over a period of time."

Gotham received his undergraduate degree in physical education from the University of Wisconsin, LaCrosse, his master's degree from the University of Idaho and a doctorate in higher education administration from Nova University, Fort Lauderdale, Florida. Before coming to Harper, he spent 23 years at the University of Wisconsin, Stevens Point, in coaching and administrative positions.

Gardening and a cottage in Chetek, Wisconsin, provide relaxation for Gotham and his wife, Kitty, who is interim dean at North Central Technical College in Wausau, Wisconsin.

"I like to go 'catching'," says Jerry Gotham, the recently appointed dean of PEAR. "I fish when I know they're biting..." This approach is apparent in his vision for moving the PEAR

—Joellen Freeding

Service Awards Presented



Pioneer faculty members, honored for 25 years of service, each received a gold Seiko watch in appreciation. They include (seated, from left) Harold Cunningham, Jay Singelmann, Henry Meier, John Muchmore and Tom McCabe, and standing (from left) Rose Trunk, John Knudsen, Bob Zilkowski, Larry King, Ron Stewart, Roger Mussell, Mike Ostrowski, Martha Lynn Bolt, Martin J. Ryan and Bill Punkay. John Davis was also recognized for his service.



Honored for 20 years of service were (front row, from left) Gerri Goncher, Ann Sophie, Gloria Tokarz, Susanne Havlic and Judy Dincher, and standing (from left) M.J. Miller, Jim Arnesen, Phil Troyer, David Macaulay, Jim Norini, George Dorner, Kurt Karas, Roger Bechtold and Steve Catlin. Others recognized include Anibal Berrios, Susan Korbel and Leroy Mottla. Each received a Cross pen and pencil set.

Congratulations to the Harper employees who reached hallmark employment anniversaries in 1992. During ceremonies held on February 3, awards were presented to employees with five, 10, 15, 20 and 25 years of service to the College.



Employees who celebrated 15 years of service include (seated, from left) Virginia Bischoffer, Eva Groft and Adele Muncey, and standing (from left) Joan Young, Vera Davis, Robert Terreberry and Barbara Schmeltz. Other 15-year celebrants include Bill Andresen, Jean Chapman, Kathy Hock and Martin Ryan. Each 15-year employee was given a quartz desk clock.



Celebrating 10 year anniversaries and each receiving a travel alarm clock/calculator were (seated, from left) Bonnie Smith, Eileen Miller, Thea Keshavarzi, Maureen Reichmuth, Nimi Tobaa, Bev Hoffman, Karen Hale and Jan Trede. Standing (from left) are Larry Bielawa, Judy Wilson, Jim Wertz, Denise Scheiden, Vince Kaminski, Annetta Werneske, Diane Perhats-Trickey, Bonnie Henry, Don Malzahn, Clarice Elders, Don DeBiase, Linda Glover, Joyce Whitman, Pat Schneider, Herb Muehl and Mary Polniaszek. Other 10-year recipients include Arthur Baker, Jack Beltz, Donald Wille, Janice Cook, Ted Trzcinski, Kenneth Wille, Richard Willis, Rita Brunett, Virginia Bender, Ceil Cooper, Paul Faham, Rusty Herzog, Gayle Nassau-Simon, Pat O'Leary, John Perricone, Tom Stauch, Jeri Resner, Betty Cords, Lisa Larsen and Peggy Kazkaz.



Awards for five years of service were presented to (seated, from left) Julia West, Jean Louise Gustafson, Frank Solano, Russ Mills, Beth Quarnstrom, Kathy Cornman, Susan Farmer and Karen Johnstone, and standing (from left) Judy Longmore, Kathy Stewart, Sue Nowakowski, Julie Guiney, Nancy Wahl, Karen Lamb, Kate Gianaris, Pat Paulford, Linda Nelson, Pat Best, Myriam Hegy, Rick Will, Barb Wilkins, Jan Erbe, Arlen Fowler, Ashim Asani, Tony Garcia, Mike Knudsen, Bonnie Kurth and Mary Ann Buckner. Others honored for their service include Mary Jane Austensen, Susan Cusack, Nico Genet, Margaret Frisby, Tom Knoff, Pam Chepil, Tammi Jungdahl, William Krakow, James Hauser, Ronald Busch, Jennifer Morris and Ronald Schubert. Each received a Harper College pin.

Departmental Developments

Congratulations are in order for **Michael Lackman**, coordinator of Harper's Fire Science Technology Program, who has been promoted to assistant chief of the Elk Grove Village Fire Department. Lackman will also serve as officer in charge of the Inspectional Services Division, which encompasses the departments of fire prevention, fire investigations, public education, pre-fire planning and hazardous materials...Nursing Director **Judy Dincher** has co-authored a medical-surgical textbook, *Total Patient Care*, used in practical nursing programs throughout the United States. The book also has limited sales in Canada and the United Kingdom and will soon be translated into Portuguese.

Business Professor **Bob Zilkowski** has also had a book published recently. The book, *Word Processing Exercises: Applications for Word Processing, Advanced Keyboarding, and Electronic Typewriters*, presents hands-on exercises with problems students might actually encounter in the workplace...**Phyllis Zabrocki**, HLTH SER, recently passed the tests required for certification as a College Health Nurse. This certification is offered through the American Nurses Credentialing Center.

Gertrude Lempp Kerbis, TM/PS, was appointed to a blue ribbon committee of renowned Chicago architects who will study plans for the McCormick Place expansion...**Randy Illg**, LS/HS, has been licensed by the State of Illinois as a Registered Landscape Architect...**Julianne Seely**, PERSNL, and **Bobbye Levine**, WD PRCS, recently hosted two staff members from Joliet Community College on Joliet's staff development day. The visitors had requested a tour of Harper's word processing area.



Two members of Harper's Physical Plant staff were each awarded two days off with pay after designing a uniform patch that illustrates Harper's commitment to recycling. Here Don DeBiase (right) shows winners Jennifer Morris and Arlen Fowler where the patches will be worn.

Felice Avila, PR & BD, is serving as the acting director of Development and the Educational Foundation.

We send a hearty welcome to the following new employees who join us this month: **Robert Getz**, director, PHY PLT; **Scot Milford**, director of Technical Services, IS; **Suzanne Kusar**, bilingual secretary, CSD; **Patrice Wahl**, clerk typist, PEAR; and **Joni Wachta**, clerk typist, BUS/SS-CE.

We congratulate **Nimi Tobaa**, Tutoring Center, and her husband, Ahmed, on the birth of their son, Adil Anand, and **Kathryn Powell**, AE/LS, and her husband, Ahmed Kacimi, on the birth of their daughter, Miryam Benoist.

The Harper **insider**

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 twenty-fifth of the month for the issue published the following month. Please send contributions to PUB, A302, or call extension 2512.

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