

President's Report

June 2017

We are looking forward to summer now that graduation is a happy memory. This is the time we prepare for the considerable change and opportunities that will be available to Harper students this fall. With this new fall cohort, we begin the implementation of our case management advising system. This new system will be coupled with “areas of interest” that have been developed for students seeking to earn a degree and/or certificate. Beginning July 1, we will have the equivalent of 44 full-time counselors and advisors available to work with our students to develop academic plans and pathways and provide support through outreach and coaching. Over the course of the next two years, we will scale the case management system to every full- and part-time degree and certificate seeking student.

This new system of advising and support is expected to improve our persistence, advancement and graduation rates. While we are delighted that our graduation rate is at an all-time high and with this year's graduation we surpassed our goal of 10,604, there is still considerable room for improvement. We are very pleased, yet not satisfied.

I was delighted to join Bill Kelley and Michelé Smith in Springfield earlier this month as we received, on behalf of the College, the Illinois Community College Trustees Association's (ICCTA's) Equity and Diversity Award. This award is a tribute to the Board's support of both policy and staffing commitments over the last several years. It is also a tribute to the many Harper faculty, staff, and students who have responded to Michelé's leadership to become actively involved with our diversity and inclusion efforts. As with graduation rates, there is much more to be done and we are off to a good start.

It is with considerable regret that we go into the last two weeks of the fiscal year with only partial state funding and no state budget for FY18. The actions we took two years ago to eliminate vacant positions, reorganize some departments and reduce positions, as well as implement an early retirement incentive for faculty, is paying off this year as we are able to absorb the loss of state funds. We will end the year with a slightly positive balance, thus adding to our reserves, which should help maintain our Moody's Aaa bond status. While we are hopeful the state will return with a full budget soon, our prudent actions protect us from the dysfunction of the current budget crisis in Springfield.

July 1 will also bring some organizational changes in the President's executive staff. Michelé Smith will be stepping down from her role as Special Assistant to the President for Diversity and Inclusion. Dr. Pearl Ratunil, who currently leads the Academy for Teaching Excellence, will now serve as the Special Assistant to the President for Diversity and Inclusion and will transition to her new role over the summer. She will be in this position for three years as that is the term that was established for this role. Pearl is a full-time tenured faculty member in our English

Department. In her new position, she will serve as a member of the President's Cabinet and report directly to the President. Pearl will be supported by Michelé Smith who will continue to serve on the Executive Council as Vice President of Workforce Solutions and Associate Provost for Curriculum. The workforce area includes Continuing Education, Workforce Development, Apprenticeships, the Job Placement Resource Center, Fast Track and the Small Business Development Center. She will also support the Promise Program and our shared governance system. Dr. Maria Coons will continue to serve on the Executive Council as Chief of Staff, Liaison to the Board of Trustees, and Vice President for Institutional Planning and Strategic Alliances. She will also assist with special projects. Both of these executives are extremely talented, with a tremendous work ethic and will serve the College well in these roles.

There has been considerable activity on the campus as we close the academic year and begin our summer "to do" lists. Read on for highlights from our campus departments.

Student Success

- Admissions Outreach, in collaboration with a number of Harper departments, hosted more than 120 students on campus as part of the District 214 African American Teen Summit. At the event, attendees learned more about the transition from high school to college as well as information about Harper career programs.
- Spring athletics had a successful 2017 season. Women's Track and Field placed second in the Nation and Men's Track and Field placed sixth in the Nation for NJCAA DIII.
- The Center for New Students is revamping the New Student Orientation experience for new, degree seeking students. New students will have the opportunity to use Focus 2, a new career assessment and planning tool, in order to clarify interests and skills before attending orientation. The updated orientation experience is designed to help students accurately declare a major/area of interest earlier and be engaged throughout their educational experience at Harper College.
- The Rita and John Canning Women's Program hosted the fifth annual Community Information Exchange. The 40 organizations that attended provided brief presentations to share information about services they provide. The event is designed to allow area social services providers to network and be knowledgeable about resources that are available to best meet the needs of those they serve in the community.
- The Rita and John Canning Women's Program is preparing to launch a "laptop loaner" program to assist participants in better understanding technology from an academic success point of view. Following the Women's Program Orientation, an additional workshop was provided for the participants who needed assistance with filling out scholarship applications, applying to the College, filling out the FAFSA, student portal questions, as well as other technical concerns.
- Supplemental Instruction (SI) is a program in which student leaders facilitate small group, out-of-class study sessions for academically challenging courses. During the 2017 academic year, the program supported 71 course sections, employed 38 SI student leaders and was embraced by 27 faculty members, many of whom participated both semesters. It served more than 3,000 student contacts.

- Harper College's draft Fiscal Year 2014 3-Year Cohort Default Rate (CDR) for federal student loans is 9.9%. Over the past four years, the College's CDR has dropped from 20.2% to 9.9%.
- This spring, Admissions Outreach introduced a texting product which will allow the department to communicate with prospective students about upcoming events, admission steps, and other information as it relates to the enrollment process.
- Congratulations to Jonita DeVilliers, Nursing Clinical Faculty, for being awarded the Spirit of Excellence Award at Alexian Brothers Medical Center.
- Dr. Susan Harrison-Grant, Assistant Professor and Program Coordinator for HSC, also serves as the Faculty Advisor for the Student Veteran Association. Dr. Susan Harrison-Grant represented Harper College and the Student Veteran Association at Congressman Raja Krishnamoorthi's Veteran's Task Force meeting last month. This meeting of members of Harper's Congressional district, who are leaders in Veteran-related issues in the community, was the basis for an ongoing task force led by the Congressman to further support and champion Veteran issues. Susan was invited by the American Council on Education (ACE) to the Army Medical Facility at Fort Sam Houston in San Antonio to provide professional feedback on the Army Medic course, Licensed Practical Nurse Course, and Health Administrator courses. Susan's feedback helped the ACE provide college level credit for Army medical training programs.
- We continue to see the positive effects of the OMD (One Million Degrees) program on student completion and persistence:

As of Spring 2017:

- Graduation rate for 2014 cohort = 90%
- Graduation rate for 2015 cohort = 67% (we anticipate this number to increase next year as more of this cohort completes their credential)
- Graduation rate for 2016 cohort = 32% (we anticipate this number to increase next year as more of this cohort completes their credential)

Fall to Spring Persistence for FY2017:

- Cohort 2014 = 93%
- Cohort 2015 = 78%
- Cohort 2016 = 84%

Average GPA by cohort for FY 2017:

- Cohort 2014 = 3.1
- Cohort 2015 = 2.86
- Cohort 2016 = 2.77

Note: changes to OMD model and admission policies may impact overall persistence and GPA rates from year to year.

- 223 OMD applications were received for the FY18 program; 80 will be selected randomly to participate as a result of an ongoing research study underway by OMD. Provisionally accepted students are currently participating in the on-boarding processes.

Facilities Management

- Building X Classrooms X236A and X236B are being converted into a new Physical Therapy Lab for the Health Careers Department. Construction is substantially complete. Equipment is expected to be installed in August.
- The Building P Chiller Plant is being expanded to serve Buildings A, C and W, in addition to the currently connected Buildings F, L, P and R. Construction is substantially complete. Contractor is working on punch list items.
- Classrooms H166, H184 and H186 are being converted into the new BEST Lab for the Refrigeration and Air Conditioning Technology program. Equipment submittals are being processed. Demolition will begin in July, 2017 and construction is scheduled to be substantially complete by November, 2017.
- The scope of work for the Building B Boiler Room project includes the replacement of two boiler burners, chemical treatment system, water softener, deaerator and accompanying piping. Construction is scheduled to start in June, 2017 and be substantially complete by November, 2017.
- The annual maintenance includes crack filling, striping, and minor repairs in all lots throughout campus and repairs of sidewalks that were damaged over the winter. The work is scheduled to start in July, 2017 and be substantially complete by August, 2017.
- The Building D project was a finalist for the Chicago Building Congress Merit Award (New Construction - Suburbs).

Information Technology

- Two system enhancements that contribute to the Harper Student Success initiative were completed in May to the Student Information System. The Student Composite view was updated with the ability to display early warning flags generated by the early alert system. This update will give advisors early indication that a Student may require intervention. A new interface was created between Banner and the early alert system (Starfish). This new interface adds a Student's assigned counselor information from Banner into Starfish.
- The Information Technology team provided the infrastructure and support for Harper graduation ceremonies to allow for real time video broadcast/streaming of the ceremony to additional campus rooms and over the Internet.
- The Information Technology Business Continuity process was exercised twice in the month of May. On Friday, May 12, the process was initiated as a result of the "wannacry" ransomware activity. Harper College Network, Desktop, and Telecom teams treated the threat as an emergency situation and worked from Friday through the weekend to apply the necessary patches. On Monday, May 15, the process was initiated to address a Banner login issue. Both incidents were addressed and closed in a timely manner.
- Student Information System - In order to upgrade and implement Banner Faculty Grade Entry, Information Technology needed to upgrade Banner to the following modules: Banner Database Upgrade, Banner Accounts Receivable, Banner General, Banner Student, Banner Student Self-Service, Banner Faculty and Advisor Self-Service, Banner Web Tailor, Banner Faculty Grade Entry, and Payment Commitment.

Human Resources

- Paula Saltzman attended NCORE, the National Conference on Race and Ethnicity in Higher Education in June and is serving as the co-chair of the National Advisory Council's Human Resources: Administration and Staff Recruitment and Professional Development committee. This committee is charged with providing suggestions for keynotes, workshops and pre-conference institutes.

Advancement

- Three new individuals joined the foundation board at the annual foundation board meeting on June 6: Susie Rogers, Young Chung, and Patty Moyer. Susie is currently a board member with the Buehler YMCA and formerly served as CPO for School Health Corporation for 24 years. Her leadership roles in the community have included Health and Safety Chairman for District 15 from 2010-2014 and active involvement with Prevent Blindness America. Young is a retired Neurosurgeon and resides in Barrington Hills. He is active with the Barrington Area Community Foundation, a board member for Fit MS Neuobalance Center, Manager for American Red Cross Disaster Health Services and Member for Advocate Good Shepherd Hospital. Patty Moyer is a resident of Deer Park. She currently is the Vice President at Cedar Creek Investments LLC & Terra Cotta Corners LLC. Patty is active with the YMCA and serves as the coach for synchronized swimming.
- The Foundation Board of Directors said farewell to four foundation board members: Bob Fiorani, Carol Pankros, Rich Hohol, and Ryan Moats. Bob Fiorani has retired off the foundation board for a second time. He served his first nine years from 2001 through 2010 and received his emeritus status. Similar to Bob, Carol Pankros previously received Emeritus status during her first nine year term completion from 1998 – 2007. Carol rejoined the board in 2008 and is now completing her second nine year term with the Foundation. Rich Hohol joined the Foundation Board in 2008 and served for a total of nine years and completed his nine year term limit. Rich will continue to serve on the Finance Committee as a non-board member, and also on the community task force leadership board for the College. Ryan Moats completed his three-year term with the foundation and was recognized for his contributions.
- The 29th Annual Harper College Golf Outing hosted by the Educational Foundation was held on June 12 where 117 golfers endured the 90 degree weather and helped raised almost \$150,000 in support of Harper student scholarships.
- The Foundation will host its first Reading Night on Tuesday, July 12 where Board members, employees, donors and their guests are invited to review scholarship applications for the 2017-18 academic year. This is a great opportunity to further engage the community with the Foundation's scholarship program and learn more about the students who are applying to donor-sponsored scholarships at Harper College.

Planning and Institutional Effectiveness

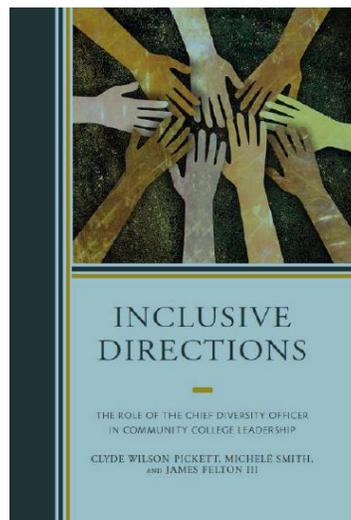
- The Outcomes Assessment Office published the annual *Outcomes Assessment Report*. This report provides a summary of the assessment work of faculty and staff across the College. The report highlights participation rates as well as examples of departments and programs using assessment results to improve student learning and department effectiveness.

Workforce and Strategic Alliances

- In order to prepare our InZone team to better create an inclusive environment for students, 30 InZone Program Aides participated in the Diversity and Inclusion Dialogue Workshop on May 30. It was the youngest population of Harper employees to ever participate in the training. InZone is a Continuing Education program that serves more than 1,500 youth, ages 8-14, during the months of June, July, and August.
- On Friday, June 2, 200 seniors attended the first Wellness Experience: Feed Your Spirit in the Wojcik Conference Center. This Senior Conference grew out of a partnership between Continuing Education's Lifelong Learning Institute, Friendship Village in Schaumburg, and Roosevelt University's Institute for Continued Learning. Each of the groups provided three speakers who spoke on wellness related topics of interest to seniors. The Harper speakers included Dr. Kristen Halland on Holistic Health, Chris George on Mindfulness, and Palatine Police Officer Kellie Poliquin on Safety for Seniors.
- Harper College Continuing Education was featured in a recent case study published by Pearson Education. The case study focused on CE's badging program and how the credentials meet employer needs in new and exciting ways. Badges are digital credentials that document job skills in a portable and transparent way. Harper is one of the first community colleges in the nation to award badges for noncredit course completion.

Diversity and Inclusion

- *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership* is a book co-authored by Michelé Smith. This book will significantly benefit those interested in learning more about diversity and inclusion at community colleges and will provide insight into strategic diversity leadership. The book highlights some of Harper's most transformative initiatives such as the Diverse Faculty Fellow program, the formation of Employee Resource Groups, and the implementation of a diversity scorecard. The book was released this month and Karen Stout (President and CEO for Achieving the Dream, Inc.) had this to say about the book. "We must be bolder in advancing the equity conversations on our community college campuses, and this is a valuable resource for chief diversity officers as well as other senior leaders to begin that complex work. This book provides insight for how professionals can define—and redefine—their work in this critical area."
- *The Role of the Chief Diversity Officer in Community College Leadership* was the title of the session co-facilitated by Michelé Smith on June 1, 2017 at the National Conference on Race and Ethnicity (NCORE). The conference was held in Fort Worth, Texas and nearly 3,000 faculty, staff and students attended.



Legislative Affairs

- For the third year in a row, the Illinois General Assembly adjourned its regular session without approving a comprehensive state budget. Many were optimistic early in the session that the Senate could reach a bipartisan compromise. Senators worked earnestly for months in an attempt to orchestrate a bipartisan “grand bargain” budget and reform package, but negotiations fell apart in the final weeks of session. Ultimately, the Senate Democrats passed their own budget and reform package. The House, lacking bipartisan support, was unable to find consensus on a revenue package needed to support the budget passed by the Senate. Without the inclusion of “real property tax relief,” Governor Rauner pledged to veto the Senate’s budget and revenue package should it reach his desk.
- The House extended the deadline for all bills pending on the calendar until June 30 which will allow extra time to consider measures still pending before that chamber. The passage of legislation with an immediate effective date between now and the end of the year will require a 3/5ths super-majority in both chambers. The House adjourned until the call of the Speaker. The Senate adjourned until the call of the President. The new fiscal year begins July 1.
- The General Assembly adjourned without approving legislation to freeze property taxes. The day before adjourning, the Senate approved two separate measures to enact a two-year property tax freeze. SB484 provides for a 2-year property tax freeze which applies to school districts and exempts levies for hardship and pensions. Governor Rauner has requested a 4-year property tax freeze.

Internal Communications



“Accreditation Matters” - HLC Six-part video series

(https://www.youtube.com/watch?v=nsuB-Cm5xes&list=PLQxP7wisY_T6PGrplzjPCLsJ3hs6NySoe)

- As the College undergoes reaccreditation, it is critical that faculty and staff understand not only the process, but the ways we deliver on our mission. Without accreditation, students’ coursework might not transfer, students would not be able to take advantage of financial aid, and employers might not value students’ credentials.

- This spring, a six-part video series was designed to provide context for each of the HLC criteria. The series was kicked off by grounding the accreditation process and the impact it has on our students – *with a student delivering the message*. Each of the subsequent episodes features faculty and staff members from across the College explaining, in their own words, what each of the criteria mean and how they personally embody the components.

Community Relations

- Harper has joined multiple community organizations as part of the United Palatine (UP) Coalition. The UP Coalition is a collaboration of residents, agencies, institutions, and organizations. The mission of the organization is to mobilize and engage community partnerships to empower children and young adults in the Palatine community to be prepared for a productive life of self-reliance. Brian Page and Amie Granger are the Harper representatives on the committee consisting of approximately 19 different organizations.
- Brian Page and Travaris Harris recently represented Harper at a Community Stakeholder meeting addressing the growing issue of food insecurity. Various organizations in the Palatine area attended to discuss the possibility of a community mobile food bus, summer feeding programs, expanding outreach throughout the community, staffing and other challenges.
- On May 17, Community Relations attended the Motorola Volunteer Fair at the Schaumburg campus. Various organizations throughout the Chicago area participated in the event. Motorola employees learned about opportunities to become involved with Harper as well as programs available to them such as Business EdVantage, Alumni opportunities and InZone.
- This summer, nine students from Winston Campus Junior High were selected to participate in the D15 Community School first ever Cyber Patriot Program. This program was collaborative between Northrop Grumman, School District 15, and Harper. The students met at Winston Campus Junior High in Palatine to learn about cyber security and were given the opportunity to work inside the Harper Mobile Unit. If the program can be funded for another year, the students would be able to compete on a state or national level.
- On May 10, Harper student Brayan Aguirre spoke to the 5th grade class at Rupley Elementary in Elk Grove Village about his experience as a nursing student and a scholarship recipient. Brayan received the Arlington Heights masonic Endowed Scholarship for Student Leaders and the Alexian Brothers Health System Nursing Scholarship. He spoke to the students about the importance attending college, working hard and following their dreams.
- At the beginning of June, Community Relations wrapped up the 2016-17 school tour season. This year approximately 5,000 students visited campus and participated in activities ranging from Manufacturing, Career Exploration, Law Enforcement, Chemistry, Biology, World Languages, College Readiness, Astronomy, Nursing, Fashion, Architecture, Graphics, Coding, Business, HVAC, Sustainability, Student Involvement, Zoology, Library Services and the Performing Arts Center. Students learned about the Promise Scholarship program and the other opportunities to help pay for college as well as the importance of being college ready. This year members of Student Government Association and Phi Theta Kappa volunteered as tour guides and answered questions from the students.
- The *Daily Herald*, *Journal and Topics* and *Community College Daily* wrote about Harper's commencement festivities and highlighted the exciting news that the College passed its goal to produce an additional 10,604 degrees and certificates – three years early. More than 700

graduates from the Class of 2017 receiving transfer degrees, career and technical degrees, and certificates crossed the stage, and former U.S. Secretary of Education and commencement speaker Arne Duncan delivered a brief yet powerful message to Harper's newest alumni. The *Daily Herald* quoted Dr. Ender on the 10,604 goal: "We measure our success not by the number of students who come to us, but by the number of students who finish what they start."

- The *Chronicle of Higher Education* ran an article, "Why Colleges Need to Embrace Apprenticeships," following a conference last month in Washington, D.C. called Apprenticeship Forward that reporter Scott Carlson wrote had an underlying message: Colleges saddle students with debt and yet still don't deliver graduates who have the hard and soft skills to enter the workplace. Carlson highlighted Harper's partnership with Zurich Insurance and said studies show apprentices tend to stay at the companies that supported their education. He quoted Harper apprentice Dane Lyons, who said, "Zurich afforded me an opportunity to better my life, and because they provided me that opportunity, I have a strong sense of loyalty. I intend to make a career here."
- *ABC 7 Chicago* ran a segment about deaf student athlete Dwayne Esper, who's raising money to fund his trip in July to the Deaflympics in Turkey.
- *CBS 2 Chicago/780 AM/105.9 FM* ran a segment about Harper's apprenticeship program and highlighted partner GF Machining Solutions in Lincolnshire, which is hiring four apprentices who will be paid to go to school and work at the company. After the three-year program, the apprentices will become full-time workers and make \$45,000 per year. Listen to the [clip](#).
- The *Daily Herald* and *Business Ledger* ran an article about the Illinois Manufacturers' Association and the National Association of Manufacturers awarding a joint \$50,000 endowment to fund Harper scholarships in memory of manufacturing leader Ron Bullock, former CEO of Bison Gear in St. Charles. Harper dedicated the CNC lab in his memory.
- The *Daily Herald* ran an article on its back entertainment page about Harper rad tech student John Major winning big on a recent episode of "Wheel of Fortune."
- The *Daily Herald* ran a front-page centerpiece about six ways that the budget impasse is hurting various organizations and government entities. The article included the impact on community colleges including Harper and CLC.
- The *Chicago Tribune* ran an article about the Fabricators and Manufacturers Association relocating from Rockford to Elgin. The organization's partnership with Harper is mentioned as one of the reasons for the move.
- *Daily Herald* film critic Dann Gire wrote a column leading with an item about Harper alum Danial Miller winning first prize at the first Barrington Area Local Film Festival for his short film, "The Casket."
- The *Barrington Courier-Review* ran an article about Barrington High School teacher and Harper alum Bill Palmer, who dropped out of high school but went on to earn his GED, attend Harper and then transfer to Northeastern Illinois University. The BHS student council tapped Palmer to be the keynote speaker at graduation. The article also quoted student Lauren Stamos, who will attend Harper in the fall.

- The *Journal and Topics* ran an article about Des Plaines musician Jeffrey Ziolo, who studied business at Harper. Ziolo was killed by his best friend on June 1.
- The *Daily Herald* ran an article about the Arlington Heights Nurses Club awarding five scholarships to nursing students including Gabrielle Saunders and Suzanne Volpe of Harper.
- The *Barrington Courier-Review* ran its shout-out segment on Barrington artist Veronica Potter, who said she took lessons at Harper and taught here too. Her work was displayed at the Barrington Area Library.
- The *Daily Herald* ran an article in its sports section about Harper's water polo team, which finished on top of the American Collegiate Water Polo Association this season.

President's Priorities Update

1. Advocates for Students – Academic Success Coaches

- During the month of May, 34 unduplicated (37 duplicated) students were seen by the Success Coaches. The coaches averaged a 92% show rate. This number is not inclusive of other means of communication with the students (i.e. email, phone, and text). Other notable activities this spring include:
 - In February, coaches began tracking the number of students who have completed their 17/18 FAFSA's. At the end of May, 45% (roughly 740) of the total coaching pilot students had successfully completed their FAFSA. Given the correlation between a completed FAFSA and return rates, the coaches will continue to use various means to make sure the applicable students complete their FAFSA.
 - In April, the coaches were tasked with reaching out to all of their students who had not yet signed up for the required Developmental Math/English courses (209 total students); 100% of these students were contacted and their enrollments are being tracked.
 - In May, the coaches were tasked with referring students with no "Degree Works plan to completion" to counselors/specialists; 100% of the aforementioned students were contacted (via various means) and 50 successful referrals were made.
 - As of July 1, the Academic Success Coaches will formally transition to the Academic Advisor role. The additional newly hired Academic Advisors began their training on June 12 and will soon begin to build their caseloads by working New Student Orientation.

2. First Year Seminar and Educational Plan

- Efforts are in full swing to enroll new degree seeking students in more than 50 sections of First Year Seminar courses being offered in fall 2017. These students will have more options of courses to select from that are aligned with their identified areas of interest. Faculty are collaborating to create FYS courses that address the unique features of and specific college and career planning needs within areas of interest. These FYS sections will provide students with a more focused and personalized FYS experience.

3. Completion of Building F, M and the Canning Center

- Building F Renovations – The third floor interior wall construction is complete and the contractor is currently working on the first and second floor interior walls and exterior curtain wall.
- Building M Renovations and Addition – The demolition is complete and the site excavation is 50% complete.
- Canning Center – The State of Illinois has put the Canning Center project on hold.

4. Promise Program Funding

- Promise Program Funding as of May 31, 2017: 390 donors have donated \$8,773,351.01

We have begun setting our sights on mid-August when we welcome back the full-time faculty and begin the fall semester. The next time the Board will gather for a formal meeting, the College will be on the cusp of starting the new academic year. That being said, many of our staff will take much deserved vacations, especially throughout the month of July. Cathy, Shaun and I will travel “down south” for mountain, river (pronounce rivaa) and beach time with family and friends. I look forward to my time with all of them and returning refreshed for the opportunities ahead, particularly the yearlong celebration of the 50th Anniversary of William Rainey Harper College.

Enjoy the summer.

Ken