

President's Report

August 2018

As hard as it is to believe, in less than a week, the fall semester will begin. While summer will be with us for many weeks to come, the rhythm and pace of the College will certainly change. This fall represents 48 consecutive fall semesters on a College campus for me, as either a student or an employee. In so many ways, it seems as if those 48 years went by as quickly as the summer proceeding this fall semester. I'm sure I will reflect upon this over the next few weeks.

We enter into the final week of registration concerned about enrollment. Currently we are about 5% below in enrollment from a year ago. This year's budget assumed a 0.8% decline in enrollment. What is particularly noteworthy about enrollment to-date is the number of English 101 classes that are not filling, as we would expect. Examining this we find that one reason is that many District 214 students coming to the College as freshman are arriving with a dual credit English 101 course via Eastern Illinois University. We offer an English transition course in collaboration with District 211 as well as an opportunity for prepared students to take English 101 as high school seniors. Our data shows that these students are very successful at Harper. We will keep a careful eye on those students with an Eastern English 101 credit as these students move into English 102. Their success rates will be extremely important to us.

We are so eagerly anticipating the opening of the Foglia Foundation Health and Recreation Center. The new building is extremely inviting with light, graphics and a professional management team. The fitness room itself marvels anything I have seen. The pool is gorgeous and the various exercise rooms and activity areas are sparkling. The instructional areas are much improved, as are the facilities for our student athletes and staff. We are currently registering our employees who are "joining" as members and more than 50 have enrolled thus far. Training is underway for the student workers who will be assigned to the building with more than 50 students hired. The Palatine Park District has successfully programed the pool to maximum usage, and the swim coaches for Palatine swim teams are shaking their heads with amazement at the new facility. Many have expressed, "I never thought that this would be possible." Well indeed it is.

Our colleagues in the 10,000 square foot Northwest Community Health (NCH) urgent care facility are equally pleased. The build-out of their space is complete and they are currently seeing patients. The first patient was a Harper student, they have also treated a student athlete with a collarbone injury and are currently administering physicals for our student athletes. There has been a tremendous effort extended by the respective staffs from Palatine Park District, NCH and Harper College. We thank them all! A special thanks and recognition to Laura Brown who provided executive leadership to the project which is now transitioning to Drs. Judy Marwick and Travaris Harris. Kudos and thanks to Laura!

As we prepare for the fall semester opening the College has been busy! See campus highlights below.

Student Success

- This summer, Harper student Myra Chung was the only American who qualified for the finals of the Arts of Fashion Competition, which was judged in Paris this year; 104 schools worldwide in 32 countries participated.
- New Student Orientation evaluation results are generating overwhelmingly positive feedback to the introduction of the Areas of Interest concept and Flight of the Hawks; 92% of students surveyed in Orientation indicated agreement with the following statement, "As a result of the Flight of the Hawks SOAR plan discussed in Orientation, I feel more confident about being a student at Harper."
- Twenty Harper Hawks received NJCAA Academic Student-Athlete Awards for the 2017-2018 seasons. These were awarded to students who earned a 3.6 GPA or above while participating in a NJCAA sport.
- Several District 214 students will spend their senior year of high school on Harper's campus as part of a new health professions pathway. This "middle college" initiative aims to decrease the time to admission, and ultimately a degree, in Harper's limited enrollment health careers programs. The pilot program was established in collaboration with the Northwest Educational Council for Student Success (NECSS) and is supported by a Joyce Foundation Grant.

Facilities Management

- The scope of work includes the reconstruction of parking lot 1 to address settlement issues, storm water management requirements, and vehicular and pedestrian traffic flow improvements. Curbs and underground work are complete. Construction continues with the pavement and the electrical. Substantial completion is scheduled by August 17, 2018.
- The scope of work for 2018 Summer Improvement Projects includes Building B entrance improvements, Building C classroom upgrades, Building P exterior stair replacement, Building P exterior envelope improvements, and Building Z faculty offices. Building Z faculty offices are complete. Work at Buildings C and P continues and is scheduled to be complete in late August 2018.
- The scope of work for the Building B Tunnel Project includes a shallow tunnel from Building B to Building U, steam lines to Building M, and communications cabling from Buildings M and U to Buildings A and Y. The tunnel and steam line work is complete. The fiber section between Buildings A and M and the copper portions of the communications cabling work are complete. The remaining fiber sections are scheduled to be complete by the end of December 2018.
- Classrooms H166, H184 and H186 in Building H will be converted into the new BEST (Building Energy Systems Technology) Lab for the Refrigeration and Air Conditioning Technology program. The project is substantially complete. The building automation software and programming is scheduled to be complete August 13, 2018.
- The scope of work for the Building B Boiler Room project includes the replacement of two boiler burners, chemical treatment piping, water softener, deaerator and accompanying piping. Boiler burners and the deaerator are substantially complete. The remaining work is scheduled to be complete by the end of September 2018.

Information Technology

The Information Technology team completed several major software upgrades and updates in June and July:

- R25, the classroom-scheduling tool, was upgraded to provide Harper with many new features and functionality, with continued vendor support.
- A patch was installed to SARS, the appointment scheduling system, to resolve a major software bug.
- Academic Works, the Harper Scholarship program used by the Foundation office, was updated to allow the Foundation office to target scholarship offerings to the distinguished trustee and women's program scholarship recipients.
- DegreeWorks, the degree planning software, was updated in order to provide the following features:
 - Show students their calendar view versus "edit" view, to provide an intuitive interface to the students
 - Area of Interest was added to the student audit
 - Allow future-dated holds to show on student audit
 - Fall 2018 curriculum changes were implemented

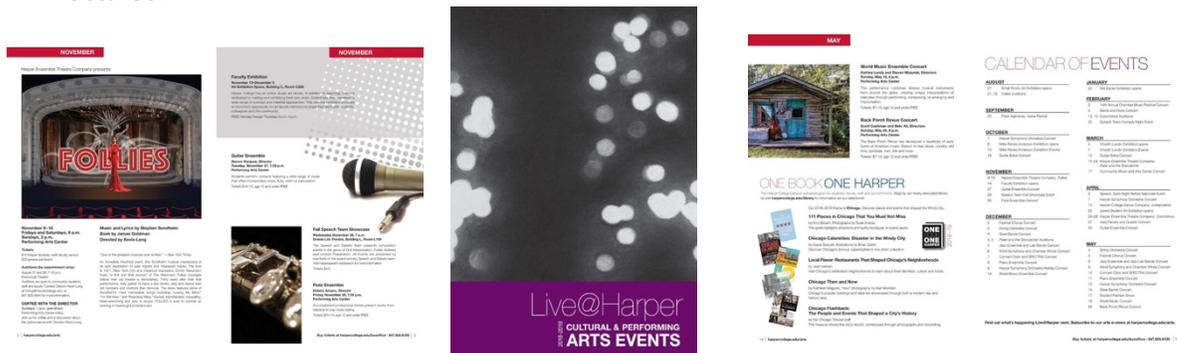
Advancement

- The Foundation Scholarship and Awards committee met on Friday, July 20. Eleven students interviewed for the Motorola Solutions Foundation Award for Excellence, the College's most prestigious award. It recognizes students for their academic success and community involvement. Two students were chosen to receive the award. The Motorola Solutions Foundation committed their continued funding of this scholarship, along with their Engineering Pathways scholarship, with a grant of \$45,000.
- The Patricia Bosslet Room Naming Dedication was held on Wednesday, August 8, in room D254. The scholarship created in Patricia's memory will support adult students who are continuing their education and studying accounting or culinary arts.
- More than 70 people attended the Harper Professional Advisors Seminar, Tax Reform Essentials, on Wednesday, August 8. This free event was co-hosted by the Harper Annuitants Association. The next Harper Professional Advisors event is on Tuesday, October 9, and will feature an Economic Outlook and Update with Carl Tannenbaum, Chief Economist for The Northern Trust.
- The Foundation hosted their third Scholarship Reading Night on Tuesday, July 31. More than 30 people attended, including 15 former scholarship recipients who graduated from Harper in the past three years. Many of these former scholarship recipients have just graduated from their transfer schools and are now working in the Chicago area, including two at Northrop Grumman. These alumni, along with Foundation Board members, donors, and retirees, reviewed 16 applications (from more than 600 received) and chose the 2018-19 recipient of the Kimball Hill Homes Scholarship for Working Students.

- Three new Foundation scholarships were created thanks to the generosity of donors. Susan's Scholarship is for single parents in the nursing program. The 5Wyre Business & Technology Scholarship is for accounting or information technology students. The Garlick Family Endowed Scholarship will support Harper students with financial need.
- The 30th Annual Harper College Educational Foundation Golf Open, which was rescheduled due to inclement weather in June, will be held on September 17, 2018, at Inverness Golf Club. The event hosts 128 golfers in support of scholarships and emerging educational initiatives at Harper College. The Golf Open raises \$130,000 annually by bringing together corporate partners as well as business, civic, and philanthropic leaders.
- The 2018 class of Harper College Distinguished Alumni will be recognized on Tuesday, October 30, 2018. This year's honorees include:
 - Victoria Atkinson, Associate Dean, New Student Programs, Career Development and the Women's Program, Harper College
 - Jim Gallo, CEO, Specialty Finishing Group
 - Donald Grant, Major, US Army, Analyst, United Health Care
 - John O'Halloran, ComEd Manager, Retired
 - Jordan Sadoff, CEO, Restore Hair Restoration
- The Foundation received a \$30,000 grant from The Joyce Foundation to support the first Harper College National Conference for Registered Apprenticeships to be held in October 2018.
- The Foundation received grant funding in the amount of \$150,000 from the Gates Foundation/Aspen Institute to fund the third year of the Frontier Set grant program designed to accelerate student success outcomes.

Marketing Services

- 2018-2019 Live@Harper Season Brochure, Published August 2018
 - Marketing Services continues to make improvements to the Cultural and Performing Arts Live@Harper Events brochure. This project is a cross-campus collaboration with Liberal Arts, Continuing Education, the Box Office, Student Involvement, and the Library among other offices and departments.
 - This brochure is published for approximately 17,000 community members and students who attend events at Harper College and covers music, theater, dance, art exhibits and lectures.



- Features of this year's publication include:

- Reorganizing content by month instead of program type to make navigation easier for readers.
- Further integration of Continuing Education events.
- Expanded communication of related programs such as the Student Fashion Show, Studio V and One Book, One Harper.
- Photos and images from the brochure area also used throughout the year in print, on the web, online events calendar and in social media to promote individual performances.
- In addition, the season brochure is also published online at: <https://www.harpercollege.edu/services/arts/season.php>

Planning and Institutional Effectiveness

- The FY18 Accountability Report was completed and is posted on the Harper website. This report summarizes the College's efforts related to the Presidential Priorities, Institutional Effectiveness Measures, Strategic Plan, and Operational Plan. Updates were also made to the Institutional Effectiveness and Strategic Plan dashboards to reflect progress that was made toward targets during FY18. Both dashboards are publicly available on the Harper website.
- The Outcomes Assessment Office and Learning Assessment Committee published a dashboard to make general education assessment information more readily available to students and the community. The dashboard includes assessment results, improvement plans, and activities and resources for students. The dashboard is publicly available on the Harper website.
- The Office of Institutional Research reported employment outcomes for cohorts of students who left Harper in 2010 and 2011 by select demographic characteristics. Overall, regardless of race-ethnicity or gender, students who departed with a credential had better long-term employment outcomes than students who left without earning a credential. However, differences in the degree to which a Harper credential impacted long-term employment outcomes were seen in relationship to gender. On average, males earned a higher wage five-years post Harper College than did females. Overall employment outcomes for the cohort of students who left Harper in 2012 have also been released, with demographic information to follow.

Workforce Solutions

- Fast Track had its summer 2018 Graduation Celebration at the end of July. There were 131 graduates who earned 184 credentials in spring and summer 2018. The credentials included the Associate in Applied Science in Business Administration degree and seven types of certificates in the Management, Health Information Technology (HIT) Medical Coding, and Supply Chain Management programs.
- Dr. Rebecca Lake, Dean of Workforce and Economic Development, was featured in an article, which highlights the National Apprenticeship Conference for Community and Technical Colleges. Harper is developing and presenting the conference this fall. We anticipate that the conference will completely fill based on early registration. <http://perspectives.acct.org/stories/harper-college-to-share-expertise-at-national-apprenticeship-conference-for-community-and-technical-colleges>
- Dr. Mark Mrozinski, Assistant Vice President of Workforce Development, was featured in a recent publication of The EvoLLLution. The article features a discussion of adult learners and Harper's recent implementation of Destiny One as its student system.

<https://evollution.com/uncategorized/building-a-platform-for-future-growth-at-two-year-community-colleges/>

- The Community Music and Arts Center and the Art Department recently hosted a photography show "Things I Saw One Day," on the upper level of P Building. Photographs are by Harold Rail, who is one of Harper College's Continuing Education photography instructors. The show is an expression of the whimsical and unconventional things that appear in any moment, in any place in our lives.
- The FY18 Ambassador Tours on campus have ended! The Mobile Unit hosted more than 600 participants last month from CCSD 220 Barrington and Prairie Middle Schools, RTSD 26 Euclid Elementary, CCSD 21 Field and Whitman Elementary and Cooper/Holmes/London Middle Schools.
- Tuesday, July 5, the Mobile Unit traveled to Topco Associates LLC, in Elk Grove Village, to administer Certified Supply Chain Management (CSCMP) certification exams. Topco was appreciative of Harper's ability to bring a Mobile Testing Center to their company site, which allowed for time efficiencies and convenience for Topco associates. Certified Supply Chain Management (CSCMP) Certification assesses progressive knowledge and skills across integrated supply chain activities. These credentials validate an individual's ability to strategically assess business challenges and effectively implement supply chain improvements.
- Interactive youth activities were offered on Sunday, July 1 onboard the Mobile Unit for the Volunteer Auxiliary of Advocate Good Shepherd Hospital in downtown Barrington at the 4th of July Festival presented by the Lions Club.

Legislative Affairs

- Congressman Peter Roskam (R-Wheaton) visited campus August 2 to meet with Dr. Ender and learn more about key initiatives and challenges in higher education. Discussion topics included the new academic advising model, high school partnerships, the University Center, Building M and the Promise Scholarship Program. Congressman Roskam also toured the Advanced Manufacturing Lab and spoke with Dean Mary Beth Ottinger about the program and Harper's partnerships with area employers.
- President Trump in late July signed the Strengthening Career and Technical Education for the 21st Century Act. It renews a federal workforce development program, sending \$1.2 billion a year to states but with fewer requirements from Washington on how to spend the money or assess the success of programs. The legislation is a reauthorization of the Carl D. Perkins Career and Technical Education Act. Congressman Raja Krishnamoorthi (D-Schaumburg) served as lead sponsor of the bipartisan legislation.
- The United States Supreme Court in late June ruled 5-4 in favor of Illinois state worker Mark Janus in a case that challenged the constitutionality of "fair share" union fees. The decision does not mean the end of unions at public institutions as many are thriving in right-to-work states that ban such fees. However, experts say unions will have to work harder to convince workers to become and stay members – and pay the regular fees that support staff and other activities.
- Nick Sauer, a Lake Barrington Republican who represented the 51st state House district including parts of Harper's district in Barrington and Deer Park, resigned from his position after allegations he engaged in unlawful activity on social media. Republican Party officials have 30 days to

choose someone to replace him in the state House, and until August 23 to name a new candidate for the November election.

Internal Communications

- In 2017-2018, Internal Communications and the Academy for Teaching Excellence partnered on an effort to increase faculty engagement with content around strategic initiatives – particularly with adjunct faculty. Both areas of the College produce regular newsletters. InsideHarper is a weekly e-newsletter delivered to the entire employee community. It focuses on strategic initiatives and campus-wide functional messaging. The Academy newsletter is a monthly newsletter that targets full-time faculty and adjunct faculty with a focus on professional development.
- The Academy’s newsletter was moved to the same email platform used for InsideHarper to enhance data collection. This move provided the team with additional insight into adjunct and full-time faculty behavior. Institutional content was shared across both vehicles to increase full-time faculty and adjunct access to the content. The data revealed that the Academy newsletter experienced an overall 2017-2018 open rate of 65.5% by full-time faculty and 20% by adjuncts, which is higher than the rates for these groups for InsideHarper. The outcome: By collaborating, we were able to achieve a 20% increase in our ability to deliver institutional content to adjuncts and a 5.5% increase for full-time faculty versus relying on InsideHarper alone.
- The May issue of InsideHarper, leading up to graduation, included the story of Ruth Morales, a non-traditional student who successfully completed her associate degree despite the predictions that she would never amount to anything. This story exceeded benchmark goals and highlighted student success, engagement and support by faculty, and “grit.” The story can be found at: <https://www.harpercollege.edu/stories/posts/ruth-morales-graduation-story.php>

Media Relations

- The *Daily Herald* ran a front-page article about Harper formally launching its presidential search. The article was mentioned in *Politico’s* Illinois Playbook. The Herald followed up with a digest about Harper approving a presidential search firm.
- *The Daily Herald* and *Business Ledger* ran an article on how employers are struggling to find good workers due to a smaller pool of jobseekers. Columnist Jim Kendall quoted SBDC Manager Tom Cassell.
- The *Daily Herald* ran an article about the high school equivalency graduation and speaker Michaela Farwick’s journey to being selected for the Distinguished Scholar Award.
- Mark Denzler, the incoming president of the Illinois Manufacturers’ Association, appeared on the Sunday Spin with Rick Pearson on *WGN radio* to discuss manufacturing and the importance of putting resources into changing the perception of the industry. He mentioned the “great job” Harper and Dr. Ender do regarding manufacturing education and partnering with local companies.
- The *Daily Herald* ran an article about the dedication of the Derrick and Joni Hamilton Surgical Suite.
- *Inside Higher Ed* and *Diverse: Issues in Higher Education* mentioned Harper was among nine institutions selected by OpenStax to develop initiatives around open educational resources.

- The *Daily Herald* ran an article about Elgin Community College starting two small apprenticeship programs; the article references Harper as a leader in apprenticeship programs.
- In a *Champaign/Urbana News-Gazette* article about the University of Illinois looking to improve access for potential transfer students, Harper is mentioned as a top transfer school.
- The *Miami Herald* ran an article about Harper alum and former student athlete Angelo Dawkins. The star WWE wrestler recalled his days as a track, football and wrestling standout.
- *Chicagotribune.com* and the *Daily Herald* ran items about the World Music Ensemble and Back Porch Revue performing at International Bog Day in Lake County, as well as the recent electronics-recycling event on campus.

Community Relations

- On June 15, Harper received an award from Toastmasters International for enhancing employee engagement through continuing support of the Toastmasters communication and leadership programs. Three Toastmasters clubs meet at Harper: The Harper College Toastmasters, The Toastmasters on Purpose, and the Toastmasters Plus. The Toastmasters have been meeting at Harper since 2009.
- Harper and the Rolling Meadows Chamber of Commerce welcomed the Guangzhou Delegation for Innovation-driven Development Strategy and Talent Team Construction. Twenty members of the Chinese Delegation visited the Harper simulation hospital and surgical suite as well as the Manufacturing lab. The group learned about Harper students, programs and the value of community college. The group was impressed with both programs they visited and one of the members exchanged model cars with Stuart Templeton. Rolling Meadows Chamber of Commerce hosts 3-4 visits per year for various Chinese Delegations so they can learn about the economic opportunities in the area.
- Community Relations participated in a Back to School Family Meet and Greet hosted by School District 59 on August 4. More than 200 people attended the annual event. The event is located at the Oasis Mobile Home Park and focuses on families living in the surrounding area. Representatives from D214, Elk Grove Village Library, Salvation Army, Elk Grove Police Department, Kenneth Young Center and other agencies attended. Students received school supplies and participated in fun activities while parents were able to learn about the various resources available to them. This is the third year Harper has participated in the event.

Student Communication

- In an effort to drive summer enrollment among continuing students, the college launched an enrollment nudge campaign in late March. The campaign targeted approximately 4,300 students in good standing and presented them with a differentiated message based on the presence of an academic plan. Students with a plan for summer who did not enroll in classes were encouraged to stay on track by registering for their requisite courses. Students without an academic plan were encouraged to schedule a meeting with an advisor to build an academic plan. Overall, the campaign generated nearly \$230,000 in tuition revenue, with students registering for 1,764 credit hours over summer.

President's Priorities Update

1. Advocates for Students and Educational Plan

- Seven new advisors will be wrapping up a five-week training program and will be assigned a caseload effective the first week of school.
- During the month of July, assigned advisors/counselors had not been reaching out to students in their caseload who had not yet registered for fall semester. To date, there is an 11.5% point differential in spring-to-fall persistence for students assigned an advisor/counselor versus students not assigned.
- An ad-hoc group of academic advisors has been meeting to review the Case Management guidelines. This group is working to refine the guidelines to assure standardized expectations related to work flow, daily routines, communication strategies and identifying metrics that will be used for formative feedback.
- Each advisor and counselor has been aligned to two Areas of Interest (Aoi). Two to three advisors/counselors from those affiliations will serve on the institutional Aoi Core Teams being formed. These Core Teams will be a communication hub between faculty and advisors/counselors. Aoi teams within Student Development have begun meeting and discussing best practices for supporting students by Aoi.
- The new case management model of advising is increasing our capacity to connect with and form relationships with students. As a result, we are now learning more about when and why a student may not be continuing at Harper. 'Student Leaving' reasons are now being recorded in our student information system for the very first time. Eleven categorical leaving reasons have been established in collaboration with Student Development, Enrollment Services and the Data Standards Committee. Being able to quantify this data will allow us to gain greater insight into student enrollment behavior and will provide greater context in understanding an advisor/counselor's caseload.

2. First Year Seminar

- Students who are new to Harper this year have been enrolling in First Year Seminar Courses and other Start Smart courses aligned with their Area of Interest. These courses provide students with the opportunity to explore college and career pathways within their selected Area of Interest while learning important skills necessary to succeed at Harper and beyond. More than 800 students have already enrolled in these courses.

3. Buildings F, M and Canning Center

- *Building F Renovations* – The Building F renovation is complete.
- *Building M Renovations and Addition* – Northwest Community Healthcare has completed their work and is open. The project is substantially complete. The contractor is currently working on refinishing the exterior metal panels and punch list items. The rest of the building will open on August 20, 2018.
- *Canning Center* – Appropriation of the funding for the Canning Center project was approved by the State of Illinois. The Capital Development Board (CDB) requested authorization to

proceed with the required Inter-Governmental Agreement (IGA) that would allow the College to proceed with the review of the plans and budget prior to the funds being released.

4. Promise Program Funding

- \$12,023,486.44 with 676 unique donors (repeat donors are not included).

So, off to a new academic year. This will be a year of excitement and anticipation as one presidential era ends and another begins. Over this next year, Dr. Marwick and I will work to “finish what we started.” I am confident we will continue to see enhanced student success as our advising program matures, the areas of interest are implemented, and our student dashboards are populated. Getting the Start Smart program to scale will be an outcome we intend to realize this year, as well. We will continue to institutionalize a course review process for our distance education courses that will also assist in improving outcomes. Personally, I will do all I can to assure that FY20 arrives with \$14 million in our Promise endowment, ample reserves for operating and capital expenses and ensure that Harper continues to enhance student success outcomes and goals. As we move forward, we will “make no little plans.”

Enjoy the end of summer! Welcome to a new academic year!

Ken