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President's Report

December 2018

It's so hard to believe that only two weeks remain before we close for the holiday break! Without a doubt, this semester has flown by. We have been busy and productive with much to be proud of this semester.

At the December Board meeting, we will once again celebrate the national success of our Men's and Women's Cross Country teams! Year after year, our Harper student athletes prove to be the best in the country when they compete in this national event.

We are also celebrating the success of the Harper faculty and staff who have been participating in the Ferris State University's Community College Leadership doctoral program. This semester has seen many of our Harper colleagues successfully defend dissertations. On December 15, these successful new doctorates will walk across the stage at Ferris State University to be formally awarded the doctorate degree. We will have a reception for these scholars in February on our campus and will assure Board members are included. We would also like several of these newly-minted doctorates to share with the Board short oral presentations of their findings. Much of the dissertation research was focused on Harper; thus, findings will guide some of our work.

It has been interesting to walk the campus now that cold weather is keeping folks indoors. Where students choose to gather has significantly shifted in the last month or so. The David K. Hill Family Library is certainly a central location, as well as the Beaubien Rotunda. However, it is also apparent that our students are drawn to more cozy places. I have yet to walk across the skywalks from the parking garage to Building H without seeing students studying and relaxing in the lounge areas we placed in those walkways. We are also seeing more traffic in the Canning Center, particularly in the large lounge area and around the fireplace. I'm sure that there are many conversations conducted in all of these spaces that supplement the classroom, and bring discovery and wonder to our students.

We are beginning to fine-tune our projections for the Promise program. We recently sent out "Continuation Agreements" to our remaining 1,394 seniors participating in Promise. This agreement, among other things, requires them to fill out a FAFSA form so we can determine if they will need Promise funding. The final day to complete this agreement is December 15. So far, 941 agreements have been returned, with 353 stating they plan to attend Harper and plan to complete the FAFSA; 557 students are "still deciding" and 31 have indicated they do not plan to attend Harper. In January, we should have a very good sense of who will attend, and the related financial requirement this will bring to the College.

As I indicated in the opening, the fall has been really busy, and the last month was no exception. See below for campus highlights.

Student Success

- Harper's Ethics Bowl team participated in the annual Two Year College Ethics Bowl competition at Weber State in Ogden, Utah. The winner of this competition earned a spot in the 23rd Intercollegiate Ethics Bowl Competition in Baltimore, Maryland. Harper won first place. Harper's team was represented by Samantha Doro and Jennifer Robson. Harper's co-coaches are Michael Horton and Ali Longbottom (a champion ethics bowler and graduate from Harper).
- Honors student Dean Kapolas presented at the conference of the National Collegiate Honors Council in Boston, Massachusetts. Dean's presentation focused on transgender issues in the Honors community. Dean drew on his personal experiences as a trans man and his psychological research on the topic to produce a riveting presentation, which was part of a symposium on diversity. Dean's presentation was very well received.
- For the fifth year, the Learning and Career Center in Prospect Heights hosted the Prospect Heights Police Department's annual Thanksgiving food drive and distribution night; 139 local families received holiday supplies thanks to the time and resources of dozens of volunteers. Police officers and boosters, social services agencies, and Promise Program students Adan Ramirez and Carolina Szoepé stepped up to bring cheer to families and make positive connections to our community.
- On November 28, Harper College hosted a Health Career Information Night. This event is a collaboration between Admissions Outreach and the Health Care Division program coordinators. It offers students a glimpse of how studying healthcare at Harper and meeting the demand of qualified practitioners in our community can truly jumpstart a career. The most recent session had more than 120 future healthcare students in attendance, while more than 1,000 new students have attended a session in 2018.
- The new Certified Nursing Assistant (CNA) Lab Simulation project became a reality. CNA students are now using simulation as part of their classroom learning activities. Student evaluation results show strong support for simulation as a valuable new learning tool to strengthen their skill-level performance prior to clinical.
- Harper hosted the second annual Cooks and Camos event in Building A on November 14. Expanding on last year's event, Fremd High School students participated along with Palatine High School, Harper students and members of the Illinois National Guard. Competitors were challenged to create an entrée, dessert and beverage using MREs (meals ready to eat).
- On November 30, the Graphic Arts Program hosted a Print Expo that featured various graphic arts print professionals including suppliers, manufacturers, printing and finishing companies, and professional organizations, as well as four-year institutions to bring awareness to students for career opportunities in this field. More than 150 high school students visited the booths of professionals and enjoyed a presentation from many students who have graduated from the program at Harper.
- Student Development participated in Palatine Township's Thanksgiving Basket Collection and donated six stuffed baskets of food and \$125 in grocery gift cards.

Facilities Management

- The first measurable snowfall occurred Sunday through Monday morning following the Thanksgiving Break and was a significant event, requiring campus closure on Monday. Facilities crews cleared snow and spread salt to have the roadways, parking lots and sidewalks cleared for Building M on Monday and continued their efforts throughout the day to have the campus ready when it opened on Tuesday morning.
- 2018 Summer Improvement Projects are substantially complete.
- Building B Tunnel Project is substantially complete.
- 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 in February 2019.
- The scope of work for the Building D Mass Communication Lab and Math Classroom Build-out includes the build-out of D102A in Building D to create a computer lab and a studio space for the Mass Communication Program and a classroom for the Math Department. Construction has begun and is scheduled to be complete in December 2018.

Information Technology

- Several major improvements and/or enhancements were made to the Student System used by students or in support of students this month.
 - The Promise Scholarship portal was updated in order to display a more complete view of a student's status with their Promise Scholarship requirements.
 - Degree Works was upgraded to the newest version, 5.0.1.
 - Multiple Banner baseline modifications were applied after the upgrade to Banner 9 Registration.
 - IT automated the process to send students an email when they have completed a degree or certificate and it is posted to their student record.
 - In preparation for the spring 2019 registration, a new grid was created in Optio, the software used to format and print registration schedules.
- Over Thanksgiving weekend, the Network, Database, and Telecomm teams implemented and updated network and phone systems; 36 patches were implemented to systems and databases to enhance security and improve systems, and four new systems were installed. Patches were completed for EP SharePoint, 183 Microsoft Windows servers, and 20 Cisco edge switches. Three upgrades to the telecom systems were implemented.

Advancement

- The Polly Paine Classroom was dedicated on Thursday, November 8, in recognition of a gift that Jody Paine made in honor of her aunt, Polly Paine. The donation was used to create the Polly's Kids Scholarship that provides single parents an opportunity to send a child to Harper College's Early Childhood Laboratory while they pursue their studies at Harper.

- The Foundation has awarded \$47,500 in Angel Grants to five clients of the Illinois Small Business Development Center at Harper College. The Angel Grants program invests in the development of students enrolled in the Harper College Innovation and Entrepreneurship program and clients of the Illinois Small Business Development Center at Harper College. This year's Angel Grant recipients are:
 - 2axend – Assists organizations to envision, develop and implement best practices in providing equitable community access to stay compliant, reduce risk and create accessible and inclusive environments for Deaf and Hard of Hearing individuals
 - DeoTech – Three-dimensional cube deodorizer specifically designed for gym and equipment bags.
 - Garfield Produce Company – Indoor hydroponic farm growing microgreens in East Garfield Park. Targeted farm associate employees are former or current East Garfield Park residents, many whom were previously incarcerated.
 - Global Occupational Safety and Health Academy, LLC – Provides framework for developing and delivering high quality occupational safety and health training to workers around the world.
 - Palm Leaf, LLC – Providers of therapeutic massage that focused on helping people with chronic pain.
- To date, the Foundation has awarded 67% (nearly \$450,000) in Donor Sponsored Scholarship Funds for the 2018-19 academic year; 296 students have received a scholarship. The remaining scholarship funds will be awarded for the Spring semester.
- The HOPE Giving Circle hosted a “Sip and Shop” members-only event at Studio V, where they enjoyed a private shopping experience. To date, there are 28 HOPE Giving Circle members.
- The Foundation participated in #GivingTuesday on Tuesday, November 27. More than \$10,000 was raised from 110 donors, 54 of whom were first time donors to the Foundation (a 337% increase from last year). Forty donations were received from alumni, a 48% increase over last year's #GivingTuesday initiative. There was a 250% increase in the number of first time gifts from alumni this year. A challenge grant was offered by The Royal Family Real Estate for the alumni group that secured the largest number of new donors. This \$500 grant was awarded to the Harper College WHCM Radio station, which secured 33 new donors. The campaign was conducted digitally through email and social media.
 - Social Media:
 - The below numbers are the sum of all channels (Facebook, Instagram, Twitter and LinkedIn). These results are notable because they are organic as opposed to last year when we boosted posts on some channels.
 - Total Reach (Number of people who saw our posts): 49,686
 - Total Engagement (Sum of all likes, comments and shares): 1,129
 - Total Video Views (YouTube, Twitter, Facebook and LinkedIn): 12,383
 - Website traffic:
 - The Giving Tuesday landing page was launched on 11/12/18. During the campaign, all social media and email communications directed users to the landing page via an embedded link. The Giving Tuesday landing page was also promoted via the Harper College home page slider, the Educational Foundation and Alumni home landing pages and other direct communications distributed by the Foundation and internally to Harper College employees.

- Giving Tuesday Landing Page Total Page Views: 691
- Giving Tuesday Landing Page Unique Page Views: 581
- Clicks on the Giving Tuesday Slider on Harper College Home Page: 109

Grants

- The College received a sub-award of \$53,285 from Rochester Institute of Technology through a grant funded by the National Science Foundation. Harper serves as the Midwest Regional Partner for RIT's DeafTec program, which supports initiatives to improve employment outcomes for students with disabilities. This is the third year of funding received from this grant for a total award to date of \$199,493.
- The Educational Foundation received a grant of \$2,400 from the Illinois Community College Scholarship Foundation to fund two healthcare scholarships.

Marketing Services

- Spring Enrollment Communication Highlights Include:
 - Campaign introduces "We are Harper" messaging
 - All district mailer reaches 220,000+ households in district
 - Radio from Nov. 26-Jan. 20 targeting young adult, adult, Spanish Speaking/LatinX, business owners. Includes Spanish-language stations.
 - Digital search, display and paid social media (Google, Facebook, Instagram). Includes Spanish-language messaging.
 - Organic (non-paid) social media includes B96 Jingle Bash Ticket Giveaway, which generated 80+ entries with people sharing their inspirational "We are Harper" word.
 - Geotargeted messages to current students who have not enrolled for spring with reminders and helpful information.
 - November and December emails to inquired/not applied and applied/not-enrolled students that include registration financial aid information.
 - Premier scholarship campaign, using video and social media. Examples:
 - Ivanka <https://youtu.be/76LY8a5EO80>
 - Mathew <https://youtu.be/AMOp5wtALp8>
 - Ryan https://youtu.be/_sW6E2AquEE
 - Ushna <https://youtu.be/uaPWNSWvh7I>
 - Additionally, niche campaigns are underway for the University Center, Fast Track, priority academic programs and distance learning.

Planning and Institutional Effectiveness

- Kathy Coy, Director of Institutional Research, has been invited to serve a three-year term on the Research and Longitudinal Data Advisory Committee of the Illinois Community College Board (ICCB). This committee gives guidance to the ICCB on data sharing projects, adjustments to manuals, projects to provide value-added data to colleges, and Longitudinal Data System processes.
- Julie Lamping, Institutional Effectiveness Analyst, and Samantha Schenk, Institutional Research Analyst, presented at the Illinois Association for Institutional Research meeting. Julie and Samantha led attendees through a conversation on developing strong communication processes and techniques to engage your college in using assessment and effectiveness data. Samantha

also presented the Harper College Diversity Scorecard, discussed implementation of a scorecard and solicited feedback.

Workforce Solutions

- Fast Track held its Fall Graduation Celebration on December 10. Eighty-seven graduates earned 99 credentials in fall 2018. The credentials include the Associate in Applied Science-Business Administration and Associate in General Studies degrees and six types of certificates including Business Management, Health Information Technology (HIT) Medical Coding, Human Resource Management, Logistics, Procurement, and Supply Chain Management. The Fast Track program is managed by Maggi Franks.
- Harper College was recognized by the Illinois Council of Community College Administrators (ICCCA) for its apprenticeship work with Zurich North America. Harper received the 2018 ICCCA Innovation award for this work. The College now offers eight different apprenticeships in a variety of areas, such as cybersecurity, banking and finance, CNC precision machining, retail and sales management. The award was accepted by Dr. Rebecca Lake, Dean of Workforce and Economic Development.
- Two team members from Continuing Education presented at the International Conference of the Learning Resources Network (LERN) in Savannah, GA, in November. Dr. Scott Cashman co-presented a session entitled Turn Your Students into Advocates, which discussed how to leverage your students to promote your courses and programs. Darby Lanpher co-facilitated a round table discussion entitled Advanced UGotClass Marketing. The session facilitated marketing strategies regarding growing enrollment in LERN's online learning platform UGotClass.
- Dr. Mark Mrozinski was recognized by LERN for completing his most recent term on their board of directors. Dr. Mrozinski was recognized for serving as board chair for 2017-2018. During his tenure as chair, he led LERN through a critical organizational transition plan, top enrollment in online curriculum, and the third best financial performance in LERN's 40-year history.
- The current Harper Promise Program enrollment is at 6,407. That includes one current Harper student, 1,394 continuing high school seniors, 2,151 high school juniors, and 2,861 high school sophomores. Freshmen sign up is currently underway at all of the participating high schools.

Diversity and Inclusion

- On Thursday, December 6, SAFE hosted the first community networking event with the employee resource group SAFE@Harper, Harper's LGBTQ student organization the Pride Club and allies of LGBTQ students and employees. The purpose of this event is to provide a networking event, which promotes a safe and inclusive space for LGBTQ students and employees.

- DREAM, Harper's employee resource group for underrepresented employees, volunteered at Feed My Starving Children (FMSC) which is a Christian nonprofit committed to feeding children hungry in body and spirit. The approach is simple: children and adults hand-pack meals specifically formulated for undernourished children. FMSC meals are donated to partners worldwide and distributed every day in schools, orphanages, clinics and feeding programs to deliver hope. In two hours, DREAM helped pack 105 boxes, which feeds 62 kids for one year.



Community and Legislative Relations

- Over the past month, Community Relations has conducted Career Exploration activities with more than 250 students. The Career Exploration activity is an extension of the students' experiences while visiting campus. Students use the online career exploration tool, CIS Junior. CIS Junior offers an 80-question survey that helps students identify occupations they may be interested in exploring, and links results to specific career clusters. Students then discuss how attending college can help them achieve their career goals.
- On November 8, Shannon Hynes, Director, Alumni & Affinity Groups, hosted Harper's information table at the Schaumburg Business Association Women in Business Luncheon. Female leaders throughout the Schaumburg area attend the quarterly meeting to network and discuss current topics.
- Throughout the fall semester, students in 4th through 8th grade have visited campus on Friday mornings to participate in Harper's School Tour Program. This semester more than 1,700 students visited campus-experiencing programs such as Architecture, Chemistry, Entomology, World Language, Manufacturing, Nursing, HVAC, Zoology, Business, Linguistics, Marketing, Astronomy, Career Discovery, Sustainability, Physical Science, Math, the Harper Mobile Unit and the new David K. Hill Family Library. A very big thank you to all the faculty and staff that have volunteered their time to make the tour program a huge success.

Legislative Affairs

- The Illinois General Assembly concluded its two-week veto session in November. Of 73 vetoes pending, the Legislature overrode about 30 vetoes that will now become law; none of the bills were considered major or related to higher education, however the General Assembly remains adjourned until the "lame duck" session on January 7-8. The 101st General Assembly will take office on January 9.
- Election update: Mary Edly-Allen defeated Rep. Helene Miller Walsh in a closely contested race for Illinois House District 51. The race was originally called for Walsh on election night, but the final tally went in favor of Edly-Allen.
- Dr. Ender accepted an invitation to serve on Governor-elect J.B. Pritzker's Educational Success Committee to help advise and guide the incoming administration. The Educational Success Committee is one of several working groups of the transition made up of subject-matter experts.

Media Relations

- The *Daily Herald* ran a Letter to the Editor written by Board Chair Greg Dowell, who thanked the community for the trust and confidence it showed in Harper by overwhelmingly approving the referendum.
- Both the *Chicago Tribune* and *Daily Herald* ran features on longtime art student Bernie Bluestein for his role in the secret Ghost Army, a special unit of artists who created large-scale props to fool German troops into believing the Americans had a large army during World War II. Bernie, who is 95 years old, has been taking art classes at Harper for the past 30 years. Community College Daily included the Tribune article in its e-headlines roundup.
- Several media outlets mentioned Dr. Ender being named to Governor-elect J.B. Pritzker's Educational Success Committee including the *Chicago Tribune* and WBEZ.
- A *Crain's Chicago Business* article on corporations offering real-life job experience to low-income students to better build a pipeline of employees mentioned Aon's apprenticeship partnership with Harper and City Colleges of Chicago.
- *Campus Technology* included Harper in an article on the Frontier Set of schools and what they are doing to improve student success.
- Pat Beach was quoted in a *Business Ledger* article about the challenges employers face hiring qualified hospitality workers.
- Both the *Chicago Tribune* and *Daily Herald* did front-page centerpieces on longtime art student Bernie Bluestein and his contributions to the World War II Ghost Army. The Herald's story and his Harper connection were featured on the ABC 7 Sunday Morning broadcast. The story also was distributed to the Tribune's sister publications including the Orlando Sentinel, as well as the Illinois Community Colleges Trustees Association listserv.
- The *Daily Herald* did an article on the Suburbanization of Poverty event at Harper.
- The *Journal and Topics* newspaper reported that Harper alum Joe Gallo will run for Rolling Meadows mayor.
- The *Daily Herald* ran an article about how more than 2,000 runners participated in the Palatine Park District's Turkey Trot at Harper.
- Economics professor Getachew Begashaw was quoted in various African media outlets including Africa News about the United Nations Security Council voting to lift sanctions against the country of Eritrea. Begashaw said he viewed lifting the sanctions as a "great step" because of the potential it has for improving relations in the Horn of Africa.
- *Reflejos* wrote about honoring Harper College and others during its seventh annual Reflecting Excellence Awards. Harper was recognized for its apprenticeships.
- A *Supply Chain Dive* article mentioned Harper in a story about supply chain apprenticeships that help support veterans.
- *Pioneer Press* ran an article about the Hawks men's cross-country team winning its eighth straight national title.

Internal Communication

- Focus on Student Success - The Fast Track program is designed for busy adults who are looking to expand or update their skills to pursue a promotion, new job or new career. Noel Dickerson, a Fast Track graduate, did all of that and more. Not only did she successfully complete the Fast Track program (while she was pregnant with her son), her hard work was recognized with several promotions and a new career. She is continuing her educational journey by pursuing her bachelor's degree through Harper's University Center. Her story was shared through both internal and external media and exceeded benchmark goals.



5 Years, 4 Promotions, 2 Certificates, 1 Degree and Counting

This 34-Year-Old Harper College Fast Track Graduate is on Her Way

If you were a temporary file clerk sitting in the lunch room with a bunch of corporate executives, would you have the nerve to point out that a piece of the company's financials just wasn't adding up? Noel Dickerson did.

During the day, Noel's job was to file invoices – lots of invoices. At night, she was a student enrolled in Harper College's Fast Track program pursuing her Associate in Applied Science — Business Administration in Management.

In one of her classes, her instructor gave an assignment about profits and losses and encouraged the students to use real world situations as part of their analyses. Noel used what she had on hand – the company's invoices she was filing. In working her way through the assignment, Noel realized that the numbers were not adding up. The difference between the Cost of Goods Sold and the amount billed to their e-commerce client was too low. So, at lunch one day, she mentioned the disparity to the vice president. [Continue reading...](#)

Student Communications

- A pilot initiative to text message with students is well underway with approximately 20 faculty and advisors engaging their students via SMS. The pilot is testing the hypothesis that texting will improve student outcomes and eliminate barriers to success. These faculty and advisors will continue messaging with their students throughout the year, with measurement at the end of each semester.

President's Priorities Update

1. Advocates for Students and Educational Plan

- A new header within the Degree Works educational planning system was launched to align with the Flight of the Hawks student lifecycle map. The new, customized header incorporates and emphasizes the 'My Flight Plan' concept that is realized when students have a personalized term-by-term academic plan captured within this system.

- Two email nudges were to two student sub-populations where data analytics showed that these groups have historically lower persistence rates. The purpose of this pilot is to measure the impact of nudging students with a positive message to stay focused on their goals. While the impact on persistence will be measured in spring semester, initial indicators are positive because of one email nudge having a 58% open rate.
- A new mechanism was developed within Starfish to support advisors in the management of their assigned students. Advisors are now able to filter their caseload on students' cumulative GPA, in addition to 'last semester' GPA.

2. First Year Seminar

- The Start Smart Requirement Recommendation has passed through Shared Governance with the Faculty Senate, Dean's Council, and President's Cabinet in Support. The Recommendation will be presented to the policy council on December 13 for further consideration.

3. Buildings F, M and Canning Center

- **Building F Renovations** – Complete.
- **Building M Renovations and Addition** – The project is substantially complete.
- **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

- As of November 2018 the Promise funds are \$12,366,158.91 with 708 donors.
- This does not include the November investment earning because the financial statements are not available. There was a decrease/loss of more than \$297,845 in the investment earnings in October.

5. Improve Distance Education Offerings

- Identify opportunities to increase summer online offerings by December 2018.
 - All fall 2017, spring 2018, and fall 2018 applicants who applied but did not enroll are being included in a Marketing campaign that promotes online course opportunities.
 - To date, an additional 22 distance format sections have been added to the summer 2019 schedule. This includes 12 sections of 11 courses that are part of a targeted marketing campaign to potential reverse transfer and current students.
 - FYS101 – Focus on College Learning will be offered in online and blended formats during the summer 2019 semester. Outreach with each high school district is being planned to raise awareness of this opportunity among recent high school graduates. This course is particularly relevant for students who are

interested in working during the summer to retest in ALEKS in order to place into higher-level developmental or college-level math.

- Continue to implement the course design review process for 15% of total online course sections by June 2019.
 - The Distance Course Design Review (CDR) process is underway for the 2018-19 Academic Year. Twenty-two courses (72 sections) are being reviewed this year which will constitute approximately 17% of distance format sections. These courses include the remaining 0-15 courses and AAS in Business Administration courses that have not yet been reviewed.
- Train at least 20 new online instructors by June 2019.
 - Teaching Online Successfully courses ran during the fall 2018 semester and will be offered during the spring and summer 2019 semesters as well. To date, 18 new online instructors have been trained. In addition, five instructors are currently signed up for training during the spring semester.

In closing, Cathy and I wish to extend the best of the holiday season to you and yours. We will make our way south for our annual Christmas in Florida get-a-way. Shaun, Cathy and I will join family and friends for this tradition that now extends to 29 consecutive years. It is a gathering we always anticipate with a deep sense of gratitude for these enduring relationships and our opportunity to participate. Whatever your tradition, we hope you experience the same sense of anticipation and excitement with family and friends, now and in the years to come.

Happy Holidays and Merry Christmas!

Ken