

President's Report

February 2019

As this report will attest, the spring semester is well underway! All of our departments have provided updates and the work presented is quite impressive.

We are very pleased to see a leveling of enrollment this spring. In fact, our headcount has increased! We have not been able to say that for some time. Even with the increase in headcount, our FTE enrollment is slightly down (about 1.5%). While this is in line with our neighboring community colleges, it is not acceptable with respect to the long-term sustainability of the College's financials. Three improvements are needed to stabilize and grow enrollment. First, the average number of credits each student attempts each semester needs to increase. Second, our distant education courses need to grow in quantity and quality and be marketed more broadly to adults and others, (in the President's Priorities section of this report, you will find additional information about our current work in this area). Finally, we need to continually improve our fall-to-spring retention rates, as well as fall-to-fall retention. As the College develops its next strategic plan, I hope consideration will be given to these proposed improvements.

The Office of Student Involvement has seen a very dramatic shift in staffing. The Associate Dean left last fall to assume a vice president's position in Wisconsin and our Dean of Student Affairs, Dr. Travaris Harris, has moved to a new role as Dean of Business and Social Sciences. The Provost has recruited and hired replacements and our new Dean of Student Affairs is Mary Kay Harton who comes to us from Arizona Western College where she has served as Dean for eight years. We welcome her leadership of our Student Involvement staff.

Last week, I had the pleasure of traveling to Washington D.C. with Trustee Kelley and Student Trustee Mal to participate in the ACCT Legislative Summit. We had good visits on Capitol Hill with our congressional delegation, and I had the pleasure of introducing Representative Raja Krishnamoorthi to an assembly of trustees from across the country at the Congressional Forum sponsored by ACCT. I know Trustee Kelley and Student Trustee Mal will have more to say about their experience at the Board meeting.

As I mentioned earlier, the College has been extremely busy. See the following for campus news.

Student Success

- Dr. Kenneth Ender was selected to receive the *Michael Bennett Lifetime Achievement Award* from Phi Theta Kappa. Harper College members Matthew Kennedy, Ivanka Northrop, and Dana Romero nominated Dr. Ender for the award based on his outstanding support of the academic

achievement, leadership, and service of Phi Theta Kappa members over many years. Dr. Ender will be honored at the Phi Theta Kappa's Centennial Celebration.

- Student Development hosted 11 Areas of Interest (Aoi) "Listening Sessions" in fall 2018 with more than 60 faculty attending. The meetings served to enhance partnering between advising and orientation in order to continue tailoring onboarding by Aoi.

Facilities Management

- 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 completed in spring 2019.
- The scope of work for Building A, Academic Advising, includes minor remodeling of A364 to accommodate the space needs for the Student Development Division. Construction is underway and scheduled to be completed in February 2019.
- The scope of work for 2018 Winter Projects includes Building H project room and Entrepreneurship Center remodeling, Building L artwork display lighting, Building Y Data Center temporary air conditioning power tie-in to fire suppression system, Room X264 lighting modifications and Building Y online testing lab remodeling and electrical lab improvements. Construction is underway and scheduled to be completed in March 2019.
- The scope of work for the Utility Sub-Metering Project Phase I includes installation of a domestic water booster pump at Building D and utility metering devices within Buildings L, R, and Z. Construction is underway and scheduled to be completed in March 2019.
- The scope of work for the Avanté Chiller Project includes rebuilding two chillers serving Buildings X, Y and Z. Construction is underway and scheduled to be completed in March 2019.
- The scope of work for the Building R Fly Tower Roofing includes the replacement of the roofing system and the installation rigging for window washing equipment. Construction is underway for the rigging and the roofing work is postponed until spring 2019, weather permitting.

Information Technology

- Significant effort updating and preparing podiums, computers and other technologies in classrooms throughout campus took place in anticipation of the start of the spring semester. This included updates to desktop operating systems, software updates, and desktop management system upgrades. Preventative maintenance activities also took place to ensure classroom technologies such as projectors, computers, document cameras, were all maintained and ready for classes.
- In preparation for the start of the spring 2019 semester, student advisor assignments were loaded into the Banner Student Information System (SIS) and the Early Alert system; Starfish, was updated to recognize the spring 2019 semester as the current semester. The Banner Financial Aid module was upgraded to support the latest regulatory enhancements and to address system defects.

- The Geographic Information System software upgrade: ArcGIS Advanced Desktop and ArcGIS Pro, were upgraded to the current version in January. The GIS software is used by students to create maps, perform spatial analysis, and manage data.
- A large number of upgrades and modifications to the infrastructure have taken place in January to prepare for spring semester. There were more than 35 patches and upgrades installed to keep the network operating systems current.

Finance and Administrative Services

- As part of the process to sell approximately \$4.6 million in general obligation limited tax bonds later this month, Moody's Investor Services has reaffirmed the College's Aaa credit rating with a stable outlook. The Aaa rating is Moody's highest rating of credit quality. They cited strong financial reserves, available liquidity, low reliance on state operating aid, and a large and diverse tax base as reasons for the top rating.

Advancement

- The Foundation initiated the Promise 10.0 Campaign in early February. Donors, friends and volunteers are invited to donate a gift in honor of Dr. Ender's leadership to Harper College over the past 10 years. The goal is to raise an additional \$1.0 million for the Promise Scholarship Program prior to June 30, 2019.
- The Harper College Alumni program in partnership with Harper Hawks Athletics has launched Athletics Affinity Pavers, or "Hawks Pavers." The program will target Athletics alumni and friends of the Hawks to purchase pavers with a personalized inscription, which will be located outside of the Foglia Foundation Health and Recreation Center. More than 2,700 former student athletes will receive a targeted communication about the program. Paver proceeds will support the Hawks student athletics program. To purchase a paver or for more information, please visit www.harpercollege.edu/alumni.
- The HOPE Giving Circle will host "Women at the Table," a panel style breakfast event on women in leadership on Friday, March 15, at Wojcik Conference Center. The panel will feature women in public service including State Senator Cristina Castro, State Representative Michelle Mussman, Barrington Village President Karen Darch, and Alva Kreutzer, Immediate Past President District 214 Board of Education. The breakfast will begin at 7:30 a.m. and the program will start at 8:00 a.m. Registration is open at www.harpercollege.edu/foundation.
- The Harper College Alumni Program has partnered with WHCM 88.3 student radio to launch the first ever "WHCM Alumni & Friends Membership Drive" from February 18 to March 1, 2019. The membership drive solicits WHCM alumni and friends to purchase "memberships" for \$88.30 or installments of \$8.83 for 10 months. Members will receive a special edition WHCM tote bag. Students will help promote the membership drive on the air and on social media. The funds will support WHCM radio students in development opportunities. Visit www.harpercollege.edu/alumni to learn more.
- The Harper College Alumni Program will launch Alumni Virtual Mentoring on March 1, 2019. The program will give students and recent alumni a chance to sign up for a chance to be connected with a virtual alumni mentor. Six Harper College Distinguished Alumni have signed on for this inaugural virtual mentorship program. Mentoring will take place virtually – via email, phone, or

web chat – after the sign up period ends on March 31. The mentee has the opportunity to seek career guidance, ask questions, and learn from your success. Visit www.harpercollege.edu/alumni starting March 1 to learn more.

- The Foundation hosted a Valentine’s Day card-signing event for scholarship recipients. One hundred thirty recipients attended. Scholarship recipients wrote messages to their scholarship donors on a Valentine’s Day card. The card was designed by a graphic arts student.
- Scholarship Orientations took place to brief scholarship recipients on the donors of their scholarship, and how they can partner with the Foundation to thank Harper’s donors. Alumni Relations gave a presentation on the benefits of being Harper alumni. Community Relations also recruited tour guides and speakers for elementary schools. Handwritten thank you notes were collected. One hundred thirty four students attended.
- A prospective donor reception for a group of “Next Generation” prospects (55 and younger) from the Barrington area will be held at the Barrington White House on Friday, March 1. Members of the Barrington community from the Foundation’s Major Gifts Committee are hosting the event, which will feature a presentation from Harper fashion design alumna and Barrington 220 graduate Kim Scanlan. Kim currently resides in Schaumburg and works for Claire’s as a designer.
- The Foundation’s 31st Annual Golf Open will take place on Monday, June 10, 2019, at Inverness Golf Club. The Golf Committee is currently soliciting sponsors for the event.

Marketing Services

- Marketing Services uses social media and the website blog to raise awareness of and create interest in academic programs identified as priorities by the Provost and Deans. One way we are doing this is by sharing stories of faculty, students and alumni from these programs as part of the “We Are Harper” campaign.
- Overall, social media continues to be a vital channel to reach all five generations served by the College, especially Millennial and Gen Z audiences. For a 30-day period ending February 12, the four primary College social media channels (Instagram, Facebook, Twitter and LinkedIn) registered 1.3 million impressions, 10.8 thousand engagements and 4.5 thousand clicks. Impressions increased 51.3% and engagements 155.9% over the previous 30-day period (Note: Impressions = how many times a post displays in someone’s feed, engagements = sum of all likes, comments and shares).



Planning and Institutional Effectiveness

- Darlene Schlenbecker, Executive Director of Planning, Research and Institutional Effectiveness, and Faon Grandinetti, Associate Director of Outcomes Assessment, attended the Association of American Colleges & Universities Annual Meeting in Atlanta, GA, where they accepted the award as a 2018 NILOA Excellence in Assessment designee on behalf of the College.

- Faon Grandinetti had an article published in the January/February 2019 issue of the journal *Assessment Update*. The article, entitled “Excellence in Assessment at Harper College,” outlines the use of learning assessment for improvement at Harper, as well as the leadership and collaboration of the Learning Assessment Committee and Outcomes Assessment Office in this work.
- The College is undergoing recognition review by the Illinois Community College Board (ICCB). As part of the recognition process, the College completes a self-evaluation to determine compliance with ICCB standards. Harper’s self-study report was submitted in February 2019, with a campus visit occurring in spring.

Workforce Solutions

- Bob Parzy, director of admissions outreach, and Mark Mrozinski, assistant vice president of workforce development, participated in a panel presentation at the conference of the National Institute for the Study of Transfer Students (NISTS). The presentation focused on the work Harper has done with the Educational Design Lab, Township High School District 211, and Northern Illinois University in creating a seamless transfer pathway to a bachelor’s degree in business. The project was funded by the Michael and Susan Dell Foundation.
- The Job Placement Resource Center held the Certified Nursing Assistant Job Fair on January 18 with 16 local employers recruiting CNA and Nursing students. The Job Fair is held in conjunction with the Nurse Aide Competency exam.
- The Job Placement Resource Center participated in the start of the new semester by providing a workshop for faculty and staff on current practice in resume writing and staffing Welcome Week tables.
- The InZone program has received a \$3,000 grant from the Foundation of the Fabricators and Manufacturers Association to be used toward “2 Nuts, Bolts and Thingamajigs” camps in the summer of 2019.
- The InZone summer camp is expanding its age parameters with a pilot program for 6-, 7-, and 8-year-old students called InZone Junior Explorers. The pilot program will be offered from July 8 through August 2, 2019, with morning and afternoon classes available. Information will be posted online within the next few weeks.
- Mark Mrozinski, assistant vice president of workforce development, co-presented at the Achieving the Dream preconference. Dr. Mrozinski presented on institutional strategies for positioning your college to serve adult learners.

Diversity and Inclusion

- The Cultural Values Assessment (CVA) will be launched on February 19. The CVA is a survey administered to employees and board members and assesses the climate of the college in order to provide a comprehensive diagnostic of the culture of the college. CVA results can generate deep, meaningful conversations about the purpose, priorities and strategy of the organization and the well-being of all stakeholders.
- SAFE (Staff, Administrators, and Faculty for Equality at Harper), in collaboration with the Center for Student Involvement, is conducting a training called SafeZone on February 22. The Safe

Zone Training aims to increase the awareness, knowledge and skills for individuals to address the challenges that exist when one wants to advocate for their LGBTQIA+, inclusive of gender identity and gender expression, peers, family members, friends, coworkers and themselves.

Community Relations

- On February 2, more than 80 fifth graders from School District 59's Talent Development Program visited campus. The group was visiting as part of their problem-based learning project. The students heard presentations from four different community partners. The goal of the program is for the students to develop solutions to problems presented by the community partners. Students work in teams to create a presentation of their proposed solution.
- The Harper Society of Engineers participated in Euclid Elementary Fun Fair on Saturday, February 9. The club used Lego cars to demonstrate friction to the Euclid students. The goal of the Fun Fair is to engage parents and students in fun activities that promote education and exploration. Euclid has been part of the Ambassador School program since its inception over four years ago.

Legislative Affairs

- **State:** New Governor JB Pritzker will deliver a combined State of the State address and budget address in a joint session of the Illinois General Assembly on February 20. More details about his administration's plan are expected then, but a major bill is already making its way through the General Assembly. The Illinois Senate has approved increasing the minimum wage to \$15 over six years. It calls for a \$1 hourly pay hike at the beginning of next year, followed by a 75-cent increase to \$10 on July 1, 2020. The minimum wage then would increase by \$1 per hour each year on January 1 until it hits \$15 per hour in 2025. Illinois lawmakers last raised the minimum wage in 2010. The Illinois House is now considering the bill. In addition, a plan is gaining traction that would legalize marijuana for recreational use. Revenue from the tax on marijuana would go to pay for law enforcement, public education, substance abuse treatment and restorative justice programs.
- **Federal:** Dr. Ender, Trustee Bill Kelley, Student Trustee Lavleen Mal and Executive Director of Communications Jeff Julian attended the National Legislative Summit on February 10-13 in Washington, D.C. The annual advocacy event brings together more than 1,000 community college leaders to shine a spotlight on the importance of community colleges to Congress and the administration, and informs and educates community college leaders on federal policy issues. Harper's contingent conducted one-on-one meetings with Congressmen Raja Krishnamoorthi and Sean Casten, and participated in group meetings organized by ICCTA with U.S. Senators Dick Durbin and Tammy Duckworth. Dr. Ender and Jeff Julian also met with Casey Sacks, Deputy Assistant Secretary for Community Colleges for the U.S. Department of Education, to follow-up on U.S. Secretary of Education Betsy DeVos' visit to the college in October. Topics discussed include apprenticeships and career and technical education.
- Senator Dick Durbin and State Senator Ann Gillespie visited the campus on Feb. 8 to meet with Dr. Ender and Dean Mary Beth Ottinger and tour the Advanced Manufacturing lab.
- Secretary DeVos briefly mentioned Harper in her January 24 speech at the 87th annual U.S. Conference of Mayors, saying she was "impressed" by apprenticeships in non-traditional fields including banking, insurance and supply chain management. She said, "These kinds of

apprenticeships are common in other parts of the world, but aren't yet here. They need to be.” DeVos visited Harper in October. The speech aired on *C-SPAN*.

Media Relations:

- The *Daily Herald* ran two articles announcing the proposed appointment and then the unanimous vote approving the appointment of Dr. Avis Proctor, who will become Harper's sixth president effective July 1. *Diverse: Issues in Higher Education and Community College News Now* also ran an article.
- *WGN-TV* and the *Daily Herald* covered U.S. Senator Dick Durbin's visit to campus, which included a discussion about various higher education topics and a tour of the advanced manufacturing lab.
- *ESPN* celebrated 50 years of the Special Olympics with a story on Harper alumna Bree Bogucki. Bree, now a student-athlete at Tennessee Wesleyan University, was part of the Transition Autism Program at Harper and ran for the track and cross-country teams.
- The *Daily Herald* ran an article on Allie Reninger, who recently graduated from Harper's Career Skills Institute. The 25-year-old starred in a production of "Mary Poppins" featuring many actors with Down syndrome.
- The *Chronicle of Higher Education* again mentioned Harper's selection for the Delphi Award for innovative efforts to support non-tenure-track faculty.
- The *Daily Herald* ran a digest about the Board voting to dedicate the outdoor pavilion in honor of Drs. Ken and Cathy Ender.
- The *Daily Herald* ran an article about three finalists being named for Harper's next president.
- The *Woodstock Independent* newspaper ran a profile on Harper alumna Sue Habbley, who graduated from Harper's dental hygiene program and has been working as a hygienist for nearly 50 years.
- *Chicago Woman* magazine ran an article on Harper alumna Nicole Alexander, founder of Siren Betty Design.
- The *Daily Herald* ran an article about an event District 214 held on the Freedom Riders. Joining the panel was adjunct professor Robert Allare.

President's Priorities Update

1. Advocates for Students and Educational Plan

- A new process was implemented that will refer students to their advisor if they update their program of study multiple times or if they are deficient in graduation requirements. These processes will encourage conversations with students concerning academic goal clarification and/or updating students' personalized academic plans in Degree Works.

- The number of students assigned an advisor through the new case management model continues to expand: 7,400 credit students enrolled in spring 2019 credit students are now assigned. This represents a 65% increase as compared to spring 2018.
- As of the spring 2019 enrollment census date, 71.5% of fall 2018 credit students registered for spring 2019 coursework. This represents a 1% increase from last year and a 2% increase from two years ago. Since case management began in fall 2017, there has been a 13% difference in fall-to-spring student persistence rates among students who are assigned an advisor versus those who are not.

2. First Year Seminar

- The Policy Council reviewed feedback from the Start Smart recommendation and voted for a final ten-day posting for informational purposes. The recommendation will be forwarded to Dr. Ender for President Review and Decision.

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 January 31, 2019, \$17,531,466.19 has been raised for the Promise Scholarship Fund with 722 donors contributing.

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 have been included as part of a Marketing campaign that promotes spring semester online course opportunities. Compared to the spring 2018 semester, the spring 2019 semester has seen an increase of more than 110 students taking an online course.
 - 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 ongoing for the 2018-19 Academic Year. Twenty-two courses (69 sections) are being reviewed this year, which will constitute approximately 16% 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, eight instructors are currently signed up for training during the spring semester.

In closing, I wish to congratulate the Board for their recent selection of Dr. Avis Proctor as the College's sixth president. We will do all we can to assure a smooth and successful transition for Dr. Proctor as she assumes the Presidency on July 1. Dr. Proctor's selection represents many "firsts" for the College. We continue to evolve and grow as an institution. This selection represents the next cycle of development. Well done!

Ken