



## PRESIDENT'S *REPORT*

September 2020

Dear Harper College Community:

While our campus has less activity than a normal fall semester, our faculty and students are still very busy, mostly online and some in our limited labs on campus. We continue to prioritize health and safety in our approach to teaching and learning during the pandemic. I want to commend everyone for their hard work, determination and optimism during these difficult times. As you'll note if you visit campus, we are screening for symptoms and temperature as people enter campus, we have implemented face covering requirements, and we have placed signage throughout our hallways and classrooms to reinforce social distancing. We are monitoring suspected and confirmed cases of COVID-19, reporting that to you via email and tracking these cases on our [COVID-19 monitoring dashboard](#). Additionally, we have also surveyed our students and employees and are using that feedback to guide our work and response to the pandemic

As of Monday, Sept. 21, FTE enrollment for the fall semester is down 5.8%. Even after summer in which we were up 17% in tuition-bearing FTE (15% overall), this decrease in fall is not unexpected and we are not alone as most community colleges in Illinois are reporting lower enrollments. We developed several enrollment scenarios during our FY21 budget planning so we are prepared for any of the possible outcomes as a result of the pandemic. We also have committed to our Board of Trustees to conduct a midyear budget review, and we'll work together as a college to make any adjustments necessary to keep offering quality, affordable, accessible education to our students. We will also continue to provide support to those who have been most affected by COVID-19 through tuition relief programs like our **Moving Forward Covid-19 Retraining Grants** and other aid such as technology loans.

This week, the college launched its FY2021-2024 Strategic Plan with the theme **"Forward Together"** and numerous events marking the kickoff as part of the Week of Engagement. This plan will guide our work for the coming years and help us achieve our goals around student success, teaching and learning, diversity, equity and inclusion, core values, partnerships and outreach. I also want to applaud the Harper Educational Foundation, which approved its new Strategic Plan, mission and vision earlier this week; I appreciate the synergy we are able to create with our Foundation to impact our students and programs.

I was pleased to see the tremendous work of our faculty to quickly mobilize the Harper Teach-In to participate in the national #ScholarStrike, bringing insightful content on diversity, equity, and inclusion, social justice, and anti-racism to our students and our employees. I was able to attend several of the sessions offered by our faculty members. I encourage you to review the [resources](#) made available as part of the Teach-In and to continue to be a part of our community dialogue on these issues.

Congratulations are in order to our very own Dave Braunschweig for being recognized in the category of Faculty Innovation by the American Association of Community Colleges' Awards of Excellence program. Professor Braunschweig has been a staunch advocate at Harper and a leader in the field of online educational resources (OER). This work has saved students at Harper over \$1 million in textbook costs in the last three years! Congratulations, Dave, on this well-deserved recognition.

### Campus News

[Covid 19 Response Team Update](#)

[Student Success](#)

[Diversity, Equity and Inclusion](#)

[Finance and Administrative Services](#)

[Advancement, Marketing and](#)

[Communications](#)

[Planning and Institutional Effectiveness](#)

[Strategic Alliances and Innovation](#)

[Workforce Solutions](#)

## COVID-19 Response Team Update

### *Academic and Student Services*

- Two hundred additional calculators and 120 hot spots have been catalogued and added to our inventory. Available items for students on the waitlists have been notified.
- All waitlist calculator requests have been fulfilled.

### *Advancement/Marketing/Communications*

- The Foundation is planning its annual donor recognition with COVID safety in mind. The revised recognition will be a movie drive-in hosted on Harpers campus in parking lot 2. Two hundred cars will be safely parked for the two movies on October 30. Each car will also receive a snack box.
- The Network of Teams approach was launched to broaden participation in our COVID-19 response planning. Under the oversight of the COVID-19 Response Team, each team was developed as content experts and will support our continued COVID-19 planning and response.
- The Communications team collaborated with the Web team to develop a COVID-19 webpage featuring a monitoring dashboard of COVID-19 cases on campus, flowcharts outlining Harper's response to suspected or positive student and employee COVID-19 cases, and external resources.
- Email templates were developed to notify all employees of suspected and confirmed COVID-19 cases on campus. There are color-coded versions for suspected vs. confirmed cases. Each email provides the individual's last day on campus and impacted spaces, along with information on Harper's response including cleaning measures, how close contacts will be notified directly, and links to Harper's case monitoring dashboard. Information and resources are highlighted prominently on the Student Portal homepage.
- At the request of the Cook County Department of Public Health, Harper established a point of contact to report confirmed COVID-19 cases on campus.

### *Campus Police*

- Regular engagement at screening checkpoints
- Maintain high visibility throughout the campus while labs are in session

### *Facilities Services*

- Quarantined COVID-19 positive areas in Building X and Building H and had them back in service within 60 hours.

## Student Success

- The Office of International Education, working with faculty and overseas partners, has launched two “virtual” lectures series to provide students with relevant global educational content. The first, World Views: Curated Conversations on Global Education, features videotaped conversations with Harper faculty, staff, administrators, and international and U.S. students on the impact and importance of international education. The second, From Around the Globe: Global Education Video Series, provides on-site lectures by local experts on a variety of subjects.
- These series were highlighted in the most recent issue of NAFSA's International Educator magazine (September 2020). Dr. Richard Johnson, faculty director of international education, was quoted as noting that “these opportunities have the benefit of being able to reach a far greater number of students than ever before because they entail no [additional] cost.” Johnson goes on to say, “They are integrated into curricula, and they are accessible remotely. The pandemic has underscored just how interconnected we are, so any dynamic initiatives to infuse global perspectives and intercultural learning in our curricula are vital to the future success of our students and, not to be overly dramatic, the world.”
- Fifty students participated in the new Summer Launch program designed to support low-income, underrepresented students. The program focused on cultural competency, success strategies, and developing a sense of belonging. Of the 76% who successfully completed the course, 82% are enrolled in six credit hours or more for the fall. *Source: Banner*
- Annie Liotine and Michael Magee, academic advisors, had an article published in *NACADA's Academic Advising Today*, entitled, “Student Resilience During Times of Crisis.”
- Student Development launched a new, responsive student dashboard in the Starfish student success system to create a consolidated student homepage displaying a student's flag alerts, referrals, kudos and a student's personalized “Network of Success.” Many other Starfish improvements have been implemented through collaboration between Student Development, Enrollment Services, and Information Technology. The improvements include a more sustainable integration architecture that eliminated many manual processes and removed an issue with student names that include special characters.
- Student Development is seeing increases in the number of students served by the case management approach to advising. Over 8,900 enrolled, credential-seeking students are assigned an advisor fall 2020. This equates to 91% of all credential-seeking students having their very own advisor and represents a 5% increase as compared to fall 2019. *Source: Power BI: Current Enrollment Report, 9/11/20*
- To date, One Million Degrees (OMD) at Harper has onboarded 87 students for the 2020-2021 cohort. Of 87 new first-year OMD Scholars, 32% (16 students) in the Summer Launch became members of the 20-21 One Million Degrees cohort. Additionally, 10 of the 87 new first-year Scholars were formerly part of the Promise Program. OMD's tremendous additional benefit for Summer Launch students and former Promise Program students occurred as a result of partnership, integration and wrap-around support to address students' overall needs.
- In August, OMD hosted a Virtual Scholar Kick-Off event. The Kick-Off was inclusive of first-year Scholars from across all OMD partner campuses. Attendance for the event was “optional” and had no impact on stipend eligibility. By the date of this event OMD at Harper had onboarded 65 new Scholars, of which 45 attended the optional event.

- Student Development has reconfigured and enhanced systems to support the phasing in of the new Hawks Care Resource Center to respond to the Mental Health Early Action on Campus legislation (HB 2152) and the Basic Needs Task Force recommendations. Examples include:
  - Redesigned and expanded Starfish Intake questionnaire: “Let’s Get to Know You Better.” The new intake holistically assesses a student’s background, goals and needs, which includes the introduction of a basic needs question to help connect students with appropriate campus resources.
  - Created a new communication Notes template in Starfish that can be leveraged in following up with students who are interested in learning more about Basic Needs assistance.
  - Configured Starfish to assure all students have representation within their “Network of Success” for their non-academic needs.
- Carol Carlson-Nofsinger has been collaborating with the Northwest Suburban Bar Association (NWSBA) to promote Harper’s Paralegal Studies Program. Carol submitted an article featuring the program which appears in the Northwest Suburban Bar Association’s (NWSBA) September 2020 newsletter Newsbriefs, [https://cdn.ymaws.com/www.nwsba.org/resource/resmgr/newsbriefs/September\\_2020\\_Newsbriefs.pdf](https://cdn.ymaws.com/www.nwsba.org/resource/resmgr/newsbriefs/September_2020_Newsbriefs.pdf)

## Diversity, Equity and Inclusion

- The DREAM employee resource group received Insight Into Diversity's First Annual Inspiring Affinity Group Award. DREAM's mentoring program was acknowledged among other 37 other colleges and universities: <https://www.insightintodiversity.com/introducing-insight-into-diversitys-first-annual-inspiring-affinity-group-award/>.
- This year’s Diversity Symposium focuses on equity, anti-racism, anti-bias and reducing ableism. The symposium has two components - pre-recorded presentations by two guest speakers followed by a live Q&A session with the keynote speakers, Dr. Richard J. Reddick and Dr. Stephanie Cawthon.
- A new cultural center location has been identified for Building D, 2nd floor above the Starbucks. The new center is anticipated to open in spring 2021. The cultural center is considered a “campus counter space,” which helps create physical, virtual, and even emotional spaces with students and bridges with community members. This helps to attract, retain, and uplift diverse students and employees. These spaces will also improve campus culture by increasing a sense of belonging among students and employees.
- Human Resources, Student Involvement, Legal Counsel, and the Office of DEI have been reviewing and updating student and employee policies with an equity-minded lens to reduce social injustice and focus on a culture of anti-racism.

## Finance and Administrative Services

### *Facilities Management*

- The scope of work for the Building X Nutrition Lab Remodeling Project includes the remodeling of the Nutrition Lab, X229 to support programmatic needs. Construction is substantially complete.

- The scope of work for the Building F Renovations Projects includes renovations to rooms F311 and F362 into group study rooms, F129 into an anatomy study room, and installation of privacy film in various locations. Construction is substantially complete.
- The installation of the Steam Sterilizer in Building X, X228H to support the Surgical Technology Program is complete.
- The scope of work for the Building B HCPD Operations Center & Restroom Remodeling includes renovations to the police dispatch area, offices and lockers rooms affected by the restroom renovations. The restroom renovations will include upgrades necessary to be in compliance with Illinois Plumbing and Accessibility Codes. The police have moved to Building D and construction has commenced.
- The scope of work for Phase II of the Occupational Safety and Health Administration (OSHA) Roof Safety Project includes the installation of roof access safety devices and systems at Buildings E, H, I, J, W, X, Y and Z to address updated OSHA fall protection requirements for persons performing service and maintenance work on roofs. Construction is substantially complete.

### *Information Technology*

- The integration between the Banner Student Information System and the Blackboard Learning Management System was upgraded in August. With this upgraded version, Harper will be able to support students' "Chosen Name" in Blackboard.
- The classroom podium computers were upgraded in 225 classrooms.

### *Human Resources*

- Erika Hartman, executive assistant to the chief human resources officer, has been selected to receive a scholarship to attend the 2020 Virtual CUPA-HR Annual Conference and Expo October 5-7, 2020. CUPA-HR is higher-ed HR and serves higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence. Erika has been in her current role with HR since 2017 and is currently completing her bachelor's degree in business from DePaul University. An alumna of Harper, Erika completed her associate degree and her certificate in HR through Harper's Fast-Track Program.

## **Advancement, Marketing and Communications**

### *Advancement*

- The ACE (Advancing Community Economics) Grant from Rotary International was the [feature article in \*The Rotarian magazine\*](#). The article covered the Global Grant that the Harper College Educational Foundation was a partner in awarding to adult students (24 and older) that lived or worked in Harper's district. Students needed to be enrolled in a program that leads to a higher-paying job directly after earning their Harper credential. Other partners included the Rotary Club of Schaumburg/Hoffman Estates and the non-profit Partners for Our Community. Harper College Trustee Bill Kelley was instrumental in engaging international and local Rotary clubs to support the grant. Scholarship Manager Lauren Chilvers and Harper students were interviewed and pictured in the article.
- The Foundation hosted the first Virtual Realizing Dreams Viewing Party. Harper retiree and Emeritus Board Member Mary Jo Willis served as emcee of the program. Remarks were given by Dr. Proctor, scholarship recipient Joaquina Noriega Gimenez, and endowed scholarship donor Jim Moehling. [A website was](#)



[created](#) with a message board for donors, faculty, and scholarship recipients to express why they give or how scholarships help. The website also has previous event photos, scholarship story books, and videos.

- The Alumni Program hosted its first-ever Alumni & Friends Virtual Happy Hour webinar featuring Harper alumni Kristina Gaardbo and her husband Greg Gaardbo, owners of Chicago Culinary Kitchen, a Texas-style BBQ restaurant in Palatine. Alumni dialed in, watched and listened while the restaurateur duo discussed their career path to restaurant ownership, as well as barbecued meat and beer pairings, giving alumni tips for “how to” at home. Kristina is a graduate of Harper’s Nursing program.
- Alumni and friends are invited to sign up and run, walk or jog in the 4<sup>th</sup> Annual Alumni & Friends Virtual 5K event. Participants do a 5K on their own time and at their own pace, then share a photo and participation stats on social media and on the event website when finished. The event runs through September 30 with sign up taking place all month. Visit [harpercollege.edu/alumni](http://harpercollege.edu/alumni) to learn more.

### Community Relations

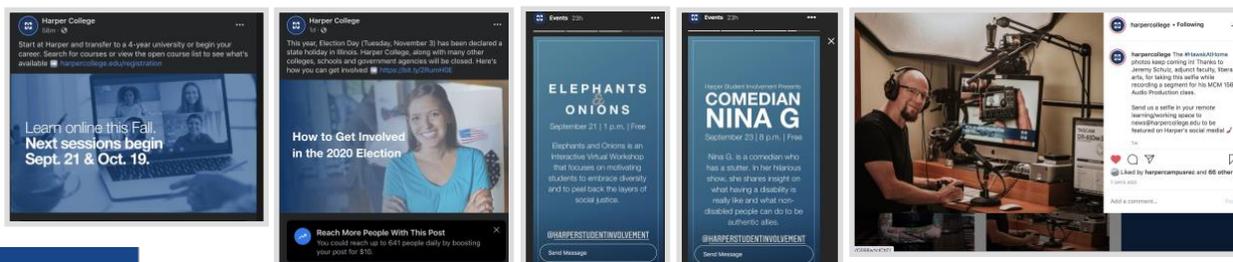
- Back-to-school did not feel the same this year, but many districts still hosted drive up and no contact events to support the families preparing for remote learning. Community Relations once again participated in Barrington Giving Day, supporting families in D220, and Better Together, supporting families in D15. Handouts providing information about Harper’s community resources and fun prizes were included in the event bags.
- Community Relations attended the Schaumburg Business Association Good Morning Schaumburg virtual event. Attendees learned about the new Moving Forward Scholarship and received information about Harper’s business services.

### Marketing Services

- Social Media Update, August 16-September 15, 2020
  - Total Audience of 66,131 (Facebook, Instagram, Twitter, LinkedIn) a .5% increase over previous month
  - 185 Total Messages Sent a 134% increase over previous month
  - 240 Total Messages Received a 18.2% increase over previous month
  - 564,826 Impressions
  - 8,373 Engagements
  - 2,160 Post Clicks
  - Content Examples: Enrollment, Student Engagement, Harper Stories, Events and Activities

### Media Relations

- The *Daily Herald* ran an article on plans for the Canning Center following the state’s announcement it will release \$42 million in funding for the long-awaited project. While plans are still being finalized, the article highlighted how the college’s updated scope of work calls for a new building that would combine the one-stop student center and University Center.



- The *Daily Herald* published an article on how area community colleges are serving students in response to the pandemic. Student Jessica Shi and Dr. Proctor were featured in the article citing Harper's comprehensive safety measures, the increase in technological, financial and mental health supports, and new short-term programs aimed at getting people to work quickly. The article ran on the *Illinois Community College Trustees Association* listserv and *Community College News Now*.
- The *American Association of Community Colleges' 21<sup>st</sup> Century Center* website ran an article on Harper's PASO initiative to support and engage Latinx students and their families.
- Two community college rankings list Harper as the top community college in Illinois: *Stacker.com*, a data-driven news and lifestyle website, ranked Harper 24th on its list of the 100 top community colleges in the U.S.; *Niche.com*, a school and neighborhood search platform, ranked Harper 31st of 835 community colleges in the U.S.
- The *Daily Herald* ran an article on significant enrollment declines at area community colleges among adult learners and underrepresented populations. Many contributing factors were cited including access to technology, financial hardship, work obligations, and supporting younger children's online learning. Bob Parzy, interim associate provost of enrollment services, highlighted how Harper is supporting students with initiatives such as PASO. The article ran on the *ICCTA* listserv.
- Harper was mentioned in a segment aired by NPR affiliate *WBEZ* on enrollment trends at both four-year and two-year colleges throughout the state.
- The *Daily Herald* published an article by Meet Chicago Northwest sharing the names and businesses of their new and current officers and board members, including Dr. Proctor.
- The *Daily Herald* ran an article on the peace pole project started by a Fremd High School student. Honor students from Harper planned to participate by holding a peace pole workshop.

### Strategic Alliances and Innovation

- The Master Planning Steering Committee met with DLR, the firm hired to develop the next 10-year campus master plan. A visioning session was conducted to gather input as to what improvements are needed to our physical spaces. In addition, DLR is conducting a review of Harper's infrastructure. Input sessions will be scheduled for internal and external stakeholders during the fall.

#### Grants Office

- The college received a grant of \$493,583 through ICCB for the Governor's Emergency Education Relief Fund. This funding must be used to support efforts to enroll and retain low-income, underrepresented, and first generation students that might not otherwise enroll or return due to the COVID-19 pandemic, including closing digital equity gaps

### Planning and Institutional Effectiveness

- The Institutional Effectiveness/Outcomes Assessment Office administered a survey to gauge students technology needs and comfort level returning to campus. A report of the findings is assisting the college in reaching out to students in need. In addition, the office administered a survey to employees regarding the

current screening process for entering buildings on campus as well as the level of comfort in their work environment.

- The FY2021-2024 Strategic Plan, *Forward Together*, has launched with a Week of Engagement that began September 21. The launch includes several virtual presentations including a strategic plan overview session as well as snapshot sessions that provide information on each of the six goals. The presentations for the overview and snapshot sessions will be made available on the portal for those unable to attend. All interested faculty and staff members are invited to express their interest in joining a goal team.

## Workforce Solutions

- Harper College (Job Placement Resource Center, Harper Business Solutions and Continuing Professional Education) have been collaborating with the Business and Career Services (BCS) at Illinois WorkNet, Arlington Heights, to assist with programming and engagement of those unemployed and/or seeking to re-career/retrain. Resources have been created and made available as well as planned outreach to the community.
- The Motorcycle Safety Program has restarted training at several sites around the northern region of the state, including the Harper College campus. Enrollment has been strong.

## Promise

- The high school Promise cohort enrollment as of the beginning of the 2020/2021 school year is as follows:
  - Class of 2021 (current Seniors) – 1,855
  - Class of 2022 (current Juniors)– 2,802
  - Class of 2023 (current Sophomores)– 5,719
  - Class of 2024 - Currently enrolling