



PRESIDENT'S *REPORT*

December 2022

Dear Harper College Community:

As we close the book on a calendar year and another academic semester, I reflect on the joys, successes, and challenges of the past year while preparing for the new year. 2022 certainly brought its fair share of bright moments such as Harper being named an Aspen Top 25 college which is a significant recognition of the dedicated work we have done on behalf of our students and community. This year also marked a higher return of vibrancy to our campus as we increased our in-person classes and activities and focused on rebuilding community for our students, faculty and staff. Yet, I am also reminded that our students, employees and their families are still struggling with the lingering effects of the pandemic including the associated stress and burnout as well as personal loss and economic challenges. Thus, we have strengthened our focus on mental health and support services for our students including basic needs such as our Hawks Care pantry and increased access to campus via our transportation pilots - a new PACE route and our Lyft ride share program. For our employees, we are operationalizing the "3-2-5" hybrid flexible schedule where applicable. Not only does this allow us to continue to fulfill our mission in serving students while supporting a healthy work-life balance, but it also improves our recruitment efforts in the current labor market environment.

At the beginning of this month, Chair Pat Stack, Vice Chair Bill Kelley and I were invited to serve on a panel for ACCT's Governance Leadership Institute at Triton College. We co-presented on the topic, "What I Wish I Had Known as a New Trustee" with colleagues from Kaskaskia College. We received good reviews from a very engaged audience who were seeking guidance on being a college trustee, understanding governance and administration lanes, effective communication and trustee/president relationships. We also learned from other panelists on effective governance practices.

Last week, we were able to host our Achieving the Dream coaches who met with the Executive Cabinet, President's Learning Council, and Strategic Plan Goal leaders to discuss the progress towards achieving the Strategic Plan goals and observe our Strategic Planning and Accountability Committee meeting. The coaches shared strategies and provided insights on increasing student success, closing gaps, and becoming an equity-minded institution. These are always meaningful discussions that give us an opportunity to reflect on how we carry out our purpose while gleaning important insights to help us do better.

Looking back, we have had a good year with a greater impact on our students and community. So, we have much to be thankful for as we look forward to 2023. I wish all of you a safe, healthy and happy holidays and a happy new year!

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Student Success

Student Success Initiatives

- Student Success, Institutional Research, and Information Technology partnered to enhance the interactive Radar Report that advisors use in case management. This tool now contains students' estimation of their progress toward credential completion. This estimation is displayed as a percentage based on the number of requirements that have been completed or are in-progress of being completed. In addition to displaying this percentage for a given student, advisors can also filter their caseload to identify students based on how far or close they may be to completing a Harper credential.

Advising Services

- In an effort to provide differentiated care and using metrics that inform risk factors related to persistence rates, Advising Services partnered with Student Engagement, Counseling, and the Cultural Center on outreach to 154 students falling into the "at-risk" category of persistence metrics. The goal was a general check-in and opportunity to provide Black/African American and Hispanic/Latinx student populations information on multiple areas of the college providing wrap around support and a sense of belonging.
 - Of those contacted, 70% requested information in the following areas:
 - Engagement: Sporting events, clubs, Building M facilities, gym membership, general campus events, etc.
 - Financial Aid/Registration
 - Cultural Center
 - Counseling
 - Tutoring
- In Advising Services, we employ student aides that are very involved on campus. In addition to working in Advising Services, many of our student aides are also part of One Million Degrees (OMD), Latinos Unidos and mentors for the Guiding Learners to Intentionally Develop Efficacy (GLIDE) program. Our student aides (Orlando Cabrera, Julissa Malagon, Ashley Nava, Sarah Ramirez, and Karen Ramirez) completed 75% of the call list to connect with their peers and provide information and resources.

Career and Technical

- Adult Education (AED) Thanksgiving activities
 - In November, over 80 English Literacy Acquisition and High School Equivalency students representing 19 nationalities convened for a student-led Thanksgiving-based interactive event held outside Starbucks. They shared reasons to be thankful, how to write their names in different scripts, explored the controversy of Christopher Columbus, made presentations about medicinal remedies from their countries, and played "Pin the Tail on the Turkey".
 - From Level 1 teacher: "My students commented on how they saw the more advanced students and really want to speak English like them."
 - From Level 5 teacher: "My students had a blast and were so proud of themselves presenting."
 - From Level 7 teacher: "By the end of the night, they were so happy that they had spoken so much English – 'practice makes perfect' rang true last night!"
 - From level 9 teacher: "My students practiced their presentation skills, and shared they now feel more confident."
- Last month, Jennifer Bell, from AED, and Andrew Wilson, from English, co-sponsored a presentation on campus by a Chicago-based attorney, Antonio Romanucci. Mr. Romanucci served on the legal team for the family of George Floyd and played a major role in Mr. Floyd's family members receiving a fair settlement. Mr. Romanucci's presentation -- "From Rodney King to George Floyd: A Discussion of Policing and Race in

America" -- focused on social justice and the impact of policing on persons of color. Several full-time faculty members were in attendance, and some brought their students.

- At the October meeting, the Approval Commission of the American Bar Association (ABA) Standing Committee on Paralegals considered the William Rainey Harper College's Paralegal Studies Program application for reapproval by the Standing Committee on Paralegals. At the end of October, the Standing Committee found the program complied with the Guidelines for the Approval of Paralegal Education Programs. The Standing Committee on Paralegals will recommend that the American Bar Association's House of Delegates adopt its endorsement at the ABA Midyear Meeting in February 2023.
- 2022 Illinois Council of Community College Administrators (ICCCA) Fall Conference: Dean Ivory served as a panelist for Deans of Northern Illinois (NIL) discussing the need and value to have an official State (ICCB) designation for this Deans group. This group is comprised of academic deans, across all disciplines in Northern Illinois.
- One innovative approach to adult market engagement at Harper is being celebrated mid-December at the Learning and Career Center (LCC). The Paths to College and Career program was designed and launched in 2022 by a cross-disciplinary team across Workforce Solutions and Career and Technical Programs through the Illinois Community College Board's "Equitable Career Readiness" Innovative Bridge Transitions grant. The \$200,000 award for 2022 provided new on-ramps to Harper for underemployed and unemployed adults referred through Harper and workforce networks like the American Jobs Center. Key components are a Guided Basic Skills lab with individualized digital literacy lessons and scholarships for a custom suite of Community Education (CE) and Continuing Professional Education (CPE) courses offering career exploration and intensive short-course training relevant to business management, transportation and warehousing, and health care and social assistance. Over 60 students have engaged with the Guided Basic Skills program, and over 30 CE and CPE custom course sections offered onsite at Palatine and Prospect Heights campuses have drawn over 300 seat-count enrollments to date. Kudos to the Paths team of Andrea Fiebig, Adult Education; Martha Karavitis, Community Education Career and Customized Training; Cristina Willard, Continuing Professional Education; Omar Sánchez, Workforce Careers-WIOA; and Jennifer Brennan, Learning and Career Center; and the instructors, staff, with special acknowledgment of Magdalena Dolas and Ann Maurer for their work in grant support. This collaboration earned a 2023 award of \$320,000 for year two, the highest in the state! It will enhance existing services and spotlight a fourth industry: Information Technology.
- At the end of November, the LCC and Prospect Heights Police Department co-hosted their 8th Community Thanksgiving Food Share and Resource Fair for students and the broader Prospect Heights community. Seventy-two families received take-home canned goods collected by Police through Tony's Fresh Market, and vouchers for fifty turkeys sponsored by Gene's Towing. The Resource Fair included tabling, giveaways, and crafts, with Harper Police, WINGS, North Suburban Legal Aid, Greater Family Health, Kindred Life Ministries, OMNI Youth and Family Services, Indian Trails and Prospect Heights libraries, River Trails, Wheeling, and Prospect Heights Park Districts, with an estimated 120 attendees. Thanks to the many volunteers including Harper students joining LCC staff in another successful year of giving!
- In mid-November, Dr. Jan Roy, adjunct faculty for Hospitality Management participated in Open House Career Day at Niles West High School, District 219. Dr. Roy was accompanied by a Harper Chef-in-training student, Nicholas Lemke. It was a successful day; 18 of 34 students who stopped by the booth requested additional information.

Enrollment Services

- Admissions Outreach welcomed 15 local high schools to campus in November for the annual Latino Summit. Three hundred seventy-five high school students participated in a day filled with motivational speakers, professional and student panels, and campus tours.
- Enrollment Services hosted the first annual Enrollment Day in November to promote spring 2023 registration. Four tables were stationed across campus; 627 students visited the tables and had questions answered regarding advising, registration, and financial aid.
- Forty-three Promise Scholars have applied for graduation for the Fall semester. Thirty-one of them will be receiving an associate degree, while 13 will be receiving a certificate.

Health Careers

- During Hunger and Homelessness Awareness Week in November, 108 health career students from seven different health career programs (NUR, DHY, RAD, DIT, PTA, MTP and MOA) and 24 faculty and staff participated together in the Community Action Poverty Simulation held in the Wojcik Conference Center. The students were grouped into families and worked together to provide shelter, food, and other basic necessities by accessing various community resources, run by the faculty, throughout four 15-minute “weeks.” The activity was followed by interprofessional discussion about how poverty affects patients in our community and the struggles they face accessing and affording healthcare. Non-perishable goods and personal hygiene products were collected and donated to Hawks Care at the event.

Student Affairs and Student Engagement

- Student Orientation Leaders in the Center for New Students and Orientation have begun a call campaign to over 800 moderate- and high-risk students who have not met with their advisors to discuss advising drop-in and appointment options for the rest of the semester.
- Last month, Student Engagement welcomed the Trickster Cultural Center to campus for Native American Heritage Month and National Veterans and Military Families Month. The Trickster Cultural Center hosted a presentation of The Eagle Staff, the first flag of the Americas usually carried by a Veteran, and drum and dance performances and their history for the approximately 25 students and staff in attendance. Student and staff veterans in attendance participated in the presentation of The Eagle Staff and carried in the American flag, flags of America's military branches, and the POW/MIA flag.
- To celebrate the near end of the semester and the beginning of winter, students gathered in the Building A Student Center lounge at the end of November Freezy Fest, sponsored by the Student Activities Board. Approximately 250 students had the opportunity to share snacks, enjoy a “have it your way” hot chocolate bar with music, crafts, and games.

Harper Wellness

- Harper Wellness hosted a “Treat Bodies with Kindness” event in November in Building L to help promote body image awareness and resources for college students. 100 students attended the event.
- Harper Wellness partnered with Community Relations to help assist visiting elementary students. Harper Wellness interacted with around 100 elementary students by facilitating a gratitude jar activity at the Health and Recreation Center.
- Harper Wellness presented to the Transition & Autism (TAP) students on the topic of incorporating self-care strategies and gratitude into daily life to help reduce stress and manage emotions. Fifteen students were in attendance.



Liberal Arts

- Professor Janice Larson Razaq, director of keyboard studies, recently received two honors for her music/piano teaching. She was selected by the Music Teachers National Association (MTNA) Board of Directors as the 2023 MTNA Teacher of the Year. She was also recognized as the Illinois State Music Teachers Association's 2022 ISMTA Teacher of the Year.
- WHCM has been named a finalist for Best Community College Radio Station in the U.S., which will be awarded at a ceremony in February in New York City.
 - Student Yaritza Lopez is a finalist for Best Foreign Language Radio Show.
 - Student Nina Stoner is a finalist for Best Radio Show Promotion.

Diversity, Equity and Inclusion

- Members of the DEI team and our 50 GLIDE mentors and mentees enjoyed a Friday night dinner at Maggiano's and the show *Wicked* in the downtown Chicago theatre district. This was the first excursion as part of the one-year GLIDE experience.
- The DEI office was pleased to coordinate training for our Equity Dialogues facilitators that was conducted by Dr. Cadmona Hall, associate professor at Adler University. The 30 facilitators spent a morning together that included learning more about what it means to have an equity mindset and practiced facilitating in small groups.
- We are excited that the Diversity, Equity and Inclusion Shared Governance Committee voted to create an anti-racist statement for Harper College. The committee is currently in the process of soliciting volunteers for a special workgroup that will focus on this effort.
- Employee Resource Groups (ERGs)
 - DREAM (Diverse Relationships Engaged in Affirming Multi-Culturalism)
DREAM sponsored a fun bowling outing at Pinstripes. Sixteen faculty, staff and administrators enjoyed good company and food while taking turns on the lanes.
 - LAND (Learning About Abilities, Not Disabilities)
LAND sponsored an end of the semester de-stressing session lead by Daniel Moore, clinical supervisor, from Harper's Health Careers. The first 20 attendees received free de-stressing self-care kits.
 - SAFE (Staff, Administrators, and Faculty for Equality)
SAFE sponsored a fall social outing at Illumination Tree Lights at the Morton Arboretum. Fifteen SAFE members, family, and friends enjoyed quality time building community and viewing the beautiful lights.

Finance and Administrative Services

Facilities Management

- The scope of work for the Business and Social Sciences Center (Buildings I and J) will include replacement of the existing facilities for the Business Programs, Social Science Programs, select Career and Technical Programs, and may include additional programs such as Fast Track, Child Care Center, Regional Entrepreneurship and Innovation Center, the Small Business Development Center, the Drone Program, and the Cannabis Lab. The program analysis phase has begun and is currently scheduled to be presented to the Board of Trustees in April 2023 for approval.



- The scope of work for the Emergency Services Training Center Study will include architectural and engineering services required for the program analysis. This will include the scope of work to form a complete basis for the project design, including field verification, construction options, site analysis, cost estimate and project timeline. The program analysis has begun and is scheduled to be completed in February 2023.
- The scope of work for the Harper College Police Department (HCPD) renovations in Building B will include remodeling of B110, B110A, B110C and B110F to provide an interview room, secure weapons storage armory, and office space for the deputy chief, corporal, and administrative assistant. Renovations are required for the HCPD accreditation. Construction has begun and is scheduled to be completed in April 2023.

Information Technology

- As part of our ongoing effort to improve Information Security, IT has remediated five phishing incidents and quarantined 41 emails, asking the impacted users to encrypt sensitive data in their emails. The annual security awareness campaign was kicked off in October and the completion rate so far is 44% which is higher than last year.
- The IT asset team negotiated a multi-year agreement with Honorlock that resulted in \$30,000 savings for the College and increased license availability. Honorlock is a test integrity software used by the Testing Center and Academic Areas for online assessments.

Human Resources

- The Human Resources department restructured vacation, sick, and personal time usage to allow 15-minute increments. An update was also made to improve the use of sick leave for family members. Bereavement time can now be extended with the use of sick or vacation time.

Risk Management

- At the beginning of this month, the Emergency Preparedness Committee held its first meeting.
- Two Emergency Operations Center kits have been ordered to outfit our primary and alternate Emergency Operations Centers.
- Six two-way radios have been ordered to outfit our Emergency Operations Centers.

Advancement, Marketing and Communications

Advancement

- Two new scholarships were established with a gift from Kim Duchossois in memory of and to honor her father. The Richard L. Duchossois Endowed Scholarship is for students who exhibit financial need with a preference for veteran or military-connected students who are studying business or entrepreneurship and the Richard L. Duchossois Emergency Fund will provide funding for transportation, food, housing, childcare and other unanticipated expenses for students who exhibit immediate financial need for expenses not related to tuition, books, or fees.
- The Business and Entrepreneurship Club completed its annual campaign supporting 3-D toy printing in the MakerSpace and Entrepreneurship Center. Students and staff generated in-person and digital outreach as part of their crowdfunding campaign. They raised \$986 toward their goal of 3-D printing 10,000 toys for children in need this holiday season.



Community Relations

- This semester, Community Relations relaunched the school tour program after pausing the visits in March 2020 due to the pandemic. The program brings students in 4th - 8th grade to campus to learn about college readiness, areas of study and emerging careers through interactive activities hosted by faculty and staff. The goal of the program is to help all students understand that college is possible. This semester we have hosted 11 schools totaling more than 1,100 students. A total of 12 programs and departments have participated by leading activities for visiting students.
- Earlier this month, Amie Granger completed her one-year term as the board chair of the GOA Regional Business Association. Amie has represented Harper on the GOA board for more than five years. As board chair, Amie oversaw the development of the new GOA strategic plan that will be implemented in 2023.
- This month, Community Relations will participate in the annual Barrington Giving Day. The annual event provides toys, personal care items, winter clothes and information on community resources to more than 300 families. Information about Harper's dental clinic, adult education and the women's program will be shared. This is Harper's fourth year participating in the event.

Marketing Services

- Digital Content Specialist Kevin Prchal and Student Communication Manager Becki Suthers spoke to students in November about the marketing and communication profession as part of Student Engagement's LEAD Harper series creating learning, discussion and networking opportunities for students around different career fields. Through a presentation and hands-on activities, they shared everything from how to write a professional email, to how brand identity informs communication style and strategy, and more.
- This fiscal year, the Web Team has removed more than 1,600 PDFs from the Harper public website. Most PDFs have multiple accessibility issues that are difficult to resolve, and it is often better to present information in other formats (ex. HTML web pages, Word docs). To help move away from using PDFs in the future, the Harper Web Team has developed a Simple Document Template. This is a fully accessible, mobile-friendly, and print-friendly web page that has a similar/look and feel to a stand-alone document. Over the next several months, the web team will begin converting some PDFs into document-like web pages.

Media Relations

- The *Chicago Tribune*, NBC 5 and the *Daily Herald* ran pieces, photos and video about First Lady Jill Biden's visit to the area, including meeting with Harper's own Dr. Michelé Smith about the college's apprenticeship opportunities.
- Illinois NPR affiliates WILL and WSIU each interviewed Harper Professor Jim Edstrom about his new book, *Avenues of Transformation, Illinois's Path from Territory to State*.
- The *Daily Herald* and *Patch* published stories about Harper's JEDI (Justice, Equity, Diversity and Inclusion) Faculty Fellows Drs. Markenya L. Williams and Alina Pajtek.
- *Journal & Topics* newspapers ran a piece about Harper's partnership with Universidad Nacional de Costa Rica, Campus Sarapiquí.
- The *Daily Herald* interviewed adjunct faculty member John Athamanah about the nutritional value of turkey in advance of the Thanksgiving holiday.



- The *Daily Herald* ran a couple articles about the 53rd annual Dr. Martin Luther King Jr. Remembrance Dinner, hosted by the Illinois Commission on Diversity and Human Relations, which honored Dr. Proctor with its Drum Major Honor.
- The *Daily Herald* and *Patch* published pieces about Harper's second vaccination clinic this fall.
- The *Daily Herald* ran a piece about a new book by Pascuala Herrera, professor emeritus.

Legislative Affairs

- The Fall 2022 Veto Session concluded with several major pieces of legislation advancing to the Governor's desk including health care and revenue omnibus bills and most notably trailer legislation to the SAFE-T Act. Next up will be the lame duck session (Jan. 4-7, 10). On January 9, the Governor and other constitutional officers will be sworn into office followed by the members of the 103rd General Assembly on January 11. The Governor will deliver his State of the State and Budget Address on February 15.

Strategic Alliances and Innovation

Grants Office

- In November, Harper was awarded a \$320,000 grant from ICCB's 2023 Innovative Bridge and Transition Program. This grant will expand on the 2022 ICCB grant Pathways to College and Careers program by adding an IT-related bridge, engaging the tutoring center, the Job Placement Resource Center, and the library for additional services for students.
- The Chicago Metropolitan Agency for Planning (CMAP) is working with the Infrastructure Task Force that Harper is leading. This group is made up of local townships and villages that want to improve transportation services in the area. Currently, most services are provided via Pace's TRIP program and township Dial-A-Ride services that are mainly for paratransit (seniors and disabled) use. CMAP has created a scope of work requesting funding to launch a formal research project that will inform: 1) how to leverage the transportation network, 2) how to expand equitable engagement, and 3) how to expand transportation connections to key destinations. Several funding agencies, including RTA and CMAP have indicated interest in funding the study.
- Another objective of the Infrastructure Task Force focuses on broadband connectivity. So, the College has also joined monthly meetings of the Illinois Digital Equity Coalition, which is convened by the state and includes representation from the State Broadband office, community organizations and higher education, with the focus of expanding broadband quality and access.

Planning, Research and Institutional Effectiveness

- This fall, the General Education Advisory Committee met to review and provide input regarding General Education assessment at Harper. This committee meets once a semester and is comprised of members of the community, including employers, representatives from high school districts and transfer institutions, alumni, and faculty and staff from Harper College. Discussion centered around whether learning outcomes were aligned to transfer and workforce requirements. This committee will continue to review general education outcomes and college-wide learning assessment results to examine if our students are learning



what we say they should be learning and if this aligns with what our employers and transfer institutions measure.

- The Office of Institutional Research has partnered with the Office of Financial Aid to create a Power BI Financial Aid Dashboard. This interactive report shows trend data for FAFSAs submitted, student aid packaged, and financial aid paid compared to the same point in time in the previous year. The current year information is further disaggregated by first generation, age, ethnicity, and gender. This new report provides additional information to support the Financial Aid IEM.

Workforce Solutions

- Martha Karavitis and Pete Almeida represented Harper College and the OSHA Susan Harwood orientation meeting last month in Washington D.C. They both had the opportunity to meet with OSHA representatives to discuss Harper's Safety Training program in detail and identify strategies for continued growth and expansion of the program. Martha and Pete also had the pleasure of meeting and networking with other OSHA Susan Harwood recipients from across the country to share experiences and best practices with the administration of the program.
- LERN held its annual Virtual Conference last month with over 1,500 in attendance. Our Community Education staff was well represented with seven attendees along with two from the Marketing Department and one from Harper Business Solutions. Our staff also were leaders in sharing innovative ideas and critical information, making a total of seven presentations at the conference. Staff making presentations included Scott Cashman (Work from Home, Art and Music Programs), Kevin Hahn (Your Program After Covid, Staff Shortages), Issa Boulos (Art and Music Programs), Darby Lanpher (Recruiting & Keeping Instructors) and Kiel Cross (Marketing Department - Home Page Metrics).
- Earlier this month, Besa Sadiku, manager of Workforce Initiatives/Apprenticeships, attended the Key to Success Holiday and Awards event organized by the Palatine Chamber of Commerce. The Key to Success event honors local businesses, organizations and individuals who have made significant contributions to the chamber and local community over the past year. Besa, along with Aaron Kolb, assistant professor, Career & Technical Programs, also represented Harper College on in November when Jay Timmons, President and CEO of the National Association of Manufacturers, visited Palatine High School to talk about the future of manufacturing in high schools.