

PRESIDENT'S *UPDATE*

October 2019



Dear Harper College Community,

I am pleased to report that our strategic planning process is well underway. Thus far, we have hosted our first three Dialogue Sessions—*Professional Growth and Service*, *Education in the 21st Century*, and *The Changing Landscape of Work*. Each session has featured an outstanding panel, excellent dialogue, and good participation from faculty, staff, students and community members. This week, we will host our first Data Summit on October 11 at 9 a.m. in the Wojcik Conference Center. The input and feedback from all of these activities will be used to create our next [Strategic Plan 2020-2024](#). Thank you for attending and supporting the process; your voice will truly help us determine our potential for the future of our college, our students and our employees. For more information, please visit the strategic planning [website](#).

Your Voice
Our Potential

STRATEGIC PLAN **2020-2024**
Creating Opportunities for the Next Generation

My listening sessions continue to provide with me with a wonderful opportunity to interact with faculty and staff and hear their ideas, questions and concerns. In the last few weeks, I have held sessions on main campus at different times and days to accommodate attendance by as many employees as possible. I have also conducted sessions at Harper Professional Center and the Learning and Career Center. We are compiling detailed notes from each session and identifying key themes and opportunities. I'll be reviewing this information with the Executive Council and President's Cabinet and reporting back to the college community once these sessions are complete.

I attended my first Harper Experience Day (formerly the College and Career Expo) where students in grades 4-12 and their families experienced more than 50 educational and interactive activities from our academic program areas. This free event introduces the exciting opportunities and potential career paths available through higher education and provides an incredible learning opportunity for our community. This also marked our first MakerFest hosted by our Maker and Entrepreneur Center. Approximately 800 community members attended Experience Day.

Dr. Ron Ally, executive vice president of finance and administrative services, has announced his retirement effective June 30, 2020, a goal he has had since 2000. It is a well-deserved accomplishment and milestone for Ron, who has provided exceptional leadership to Harper College including the successful passage of the November 2018 \$180 million bond referendum.

Campus News . . .

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Because of Dr. Ally's announcement, we will conduct the search for a chief financial officer concurrently with our search for a new provost. RH Perry and Associates will conduct the search, pending approval at the October board meeting.

Student Success

- This is this first semester that One Million Degrees (OMD) has embedded the Start Smart outcomes in their curriculum, and 155 students will be able to meet the Start Smart requirement by participating in OMD.
- Honors/PTK events
 - The inaugural “First Friday Transfer Workshop” was held for Honors and PTK students in September. The workshop focused on understanding the “transfer timeline” and considerations such as the appropriate time to begin looking for likely transfer schools, course selection, and when to ask for letters of recommendation, fill out the FAFSA, and look for scholarships.
 - Last month more than 20 Honors and PTK students went to Feed My Starving Children to pack meals for children around the world suffering from starvation and malnourishment. A small group of Honors and PTK students also went to Chicago to cook and prepare meals for people in a program dedicated to helping to provide tools to get out of homelessness.
 - This month Honors/PTK sponsored a cultural outing. A group of students will be traveling to the Chicago Humanities Festival to see acclaimed author Ta-Nehisi Coates discuss his new novel *The Water Dancer*.
- Last month the Transition Autism Program (TAP) hosted a Coffee Chat for the parents of TAP students. Twenty-two parents attended the event and had an opportunity to discuss collaborative opportunities to build a community of support for their children. A second Coffee Chat with TAP parents will take place on December 7.
- The rate at which developmentally placed students attained college-level placement status within three semesters increased by 4% for the fall 2018 cohort of new first time in college degree-seeking students. This is a critical metric since developmentally placed students who can become college-ready within one year of first enrollment have fall-to-fall persistence rates equal to their peers who began Harper college-ready.
- The percent of new, degree-seeking students who began Harper in fall 2019 and were ‘undecided’ decreased by 5% as compared to fall 2018. Increased emphasis on explaining and exploring Areas of Interest as part of the onboarding process for students and revisions to the application have helped lower the number of undecided students to only 6% of the incoming class.
- Fifty-seven percent of new first time in college degree-seeking students who began Harper in fall 2019 enrolled in a Start Smart course, which is more than double the rate as compared to fall 2018. In addition, African American, Latinx and White students enrolled in a Start Smart experience at equal rates. Successfully completing a Start Smart experience during a student’s first year is continuing to show positive impact on student persistence. Fall 2018 to fall 2019 student persistence is 10% higher for those students who successfully completed Start Smart as compared to similar students who did not. Also, fall-to-fall persistence rates are more equitable among African American, Latinx and White students who are successful in their Start Smart experience.

- Increased student persistence continues to be a positive effect of case managed advising. Fall-to-fall student persistence rates were recently measured for new degree-seeking students who began Harper in fall 2018 and who met with their assigned advisor during their first semester to discuss goal setting and academic planning. These students experienced a 77% fall-to-fall persistence rate, which is 15% above similar students who did not meet with their assigned advisor sometime during their first semester.
- The academic advising 'Case Management Standards' were updated to include a new communication piece that will be sent to students from their advisors during Week 12 called 'Finish Strong'. This outreach will remind students about important campus resources such as the Academic Support Centers and the support advisors can provide to help students successfully complete the semester. The decision to add this message to the communication plan was made as a result of piloting this outreach to students who were not on good standing toward the end of spring 2019. The results were very positive. Students who opened the email and connected with their assigned advisor had an 80% spring-to-fall retention rate, which is 20% higher than the overall average for the population who received this encouraging nudge.
- The Women's Program is celebrating 50 years of providing support, hope and community to participants. In honor of their history supporting the educational goals of women who have experienced domestic violence, the Women's Program is hosting an event to raise awareness around the issue of domestic violence. A discussion with the Women's Program, Counseling Services, Campus Wellness and WINGS program will cover community resources to support survivors, healthy relationships and warning signs. The discussion will be held on Wednesday, October 23, from 2-3:30 pm in Building A238. All students, faculty and staff are invited to attend.
- LEAD Harper is a cohort model leadership initiative through Student Involvement. It is positioned to be a foundational leadership experience where students will learn about, reflect on, and develop their personal leadership framework. As students prepare to navigate Harper College, faculty and staff are here to assist them to begin building their leadership skillset and professional network.
- Harper Hullabaloo featured over 80 information tables, interactive events and vast social capital building. Approximately 2,000 individuals were in attendance. Highlights from the event included a rock climbing wall, henna and airbrush art, the showcase of a Model T Ford by Auto Club, Dunk the Dean, performances by the Pom and Dance Team, free tuition given away by the Registrar and Financial Aide table, bubble art from chemistry club, and handcuff toss with the Harper College Police Department.

Finance and Administrative Services

Facilities Management

- The scope of work for the Health Careers Division Office Remodeling Project includes minor remodeling of X250 to accommodate the space needs for the Health Careers Division. Construction is scheduled to be completed by December 21, 2019.
- The scope of work for the Palatine Roselle/Euclid Road Multi-Use Path Project includes the construction of an asphalt path along the east side of Roselle Road between Algonquin Road and Euclid Avenue and the south side of Euclid Road between Roselle Road and Shire Circle. This path will connect two existing paths, improving pedestrian and bicycle use in the area. Construction is underway and scheduled to be completed by December 1, 2019.

- The scope of work for the Building A Waterproofing Project includes repairs to the existing storm and sanitary sewers and installation of a new waterproofing membrane along the west basement wall. The work is scheduled to be completed October 30, 2019.
- The scope of work for the Tennis Courts Improvements Project includes the repair and resurfacing of the courts located on the west side of campus. Construction is substantially complete.
- The scope of work for the Building R Fly Tower Roofing Project includes the replacement of the roofing system and the installation rigging for window washing equipment. Construction 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 completed October 30, 2019.

Finance/Human Resources/Information Technology

- Enterprise Resource Planning (ERP) System Implementation – Finance, Human Resources and Information Technology have begun implementation of the new Oracle Cloud system, scheduled for a July 1, 2020, start date. Work structures are being created, and new functionality is being discussed. The current application has been cloned and files/data are being downloaded into the new application. The first round of testing will begin the last week of October.

Advancement, Marketing and Communications

Marketing Services

- Harper College Publishing Services now recycles the plastic wrap they use to deliver print jobs throughout campus. This is a special initiative because it was second-year student aide, Carla Wilson, who began the project by talking to Matt Nelson, publishing services supervisor, about how they could reduce or recycle the plastic shrink film. Together with the Sustainability office they developed a program that cares for the environment and reduces Harper's carbon footprint.
- September Social Media Overview (Harper's institutional social media channels Twitter, Facebook, Instagram and LinkedIn).
 - 64,422 total followers, 0.7% increase over previous month across
 - 632,285 total impressions, 4.6% increase over previous month.
 - 15,966 total engagements, 38.6% increase over previous month.
- Top three posts (all Instagram):
 - Hawks Care Food Pantry opening (2,397 impressions, 227 engagements)
 - Stettner Prairie dedication (2,064 impressions, 117 engagements)
 - University Center DePaul MSN program (1,964 impressions, 125 engagements)



Advancement

- The HOPE Giving Circle hosted a fall floral design class taught by the Harper College CE program. Forty women in attendance heard from Emma Rutherford, a former HOPE Scholarship recipient who is attending her first semester at Roosevelt University in Chicago. Emma recorded a video message from her Roosevelt dorm room thanking HOPE members for their support last year. She stated, "The transfer from Harper to Roosevelt was seamless...the easy transition was in huge part to the HOPE scholarship. The HOPE scholarship made my dreams a reality." Three new members joined the HOPE Giving Circle after the event. The current number of members is 31.
- Dr. Robert (Bob) Bachus, Distinguished Alumnus 2014, visited campus in September to speak to current engineering students. His talk, "So you want to be an engineer...maybe" covered possible career paths and problems engineers work to solve. Nearly 40 students had the opportunity to hear Dr. Bachus, participate in a Q&A and connect with him at an informal reception after the talk.
- Alumni and friends are invited to participate in the Third Annual Alumni and Friends Virtual 5K event running now through November 1. Registration is \$25 and participants will receive a race bib number to download/print and a virtual 5K commemorative drawstring backpack. New this year are a series of virtual 5K activities hosted by the Campus Recreation and Wellness department which include a presentation on October 10 by Harper Distinguished Alumnus and owner of Elite Athletic Development Jim Inman followed by a group run/workout. Additional group runs are scheduled on campus throughout the month.
- The 2019 Distinguished Alumni and Outstanding Recent Alumni Awards Reception will take place on Tuesday, October 29 from 6:00 – 8:00 p.m. The honorees include:
 - Distinguished Alumni Honorees
 - Greg Cadichon, President, Rebound Fitness & Rehabilitation, Inc.; President, Rebound Athletics, Inc.
 - Brenda Knox, Founder/President, Financial Elements
 - Velinda Llorens, Nurse, Cook County Department of Corrections, Entrepreneur
 - Michael Turgeon, Senior Financial Consultant, Michael Turgeon P.C.
 - Outstanding Recent Alumni Honoree
 - Max Donahue Krueger, Resident Prosthetist Orthotist, Scheck & Siress
- The Harper Professional Advisors Speaker Series will host a seminar on Tuesday, November 5, entitled: Roadmap for the Estate/Trust Settlement Process. The event is sponsored by Raymond James and is free to the public.
- The Annual Giving Committee will be hosting a prospective donor reception on Thursday, October 24, at the Harper College observatory.
- This year's annual donor recognition event will take place Friday, November 15, in conjunction with the Harper Ensemble Theatre Company's opening night performance of Green Day's "American Idiot." The Educational Foundation recognizes donors from the past year who have contributed \$100 or more. Special thanks to this year's sponsors: The Beaubien Family; Dale and Greg Ford; Linda J. Lang; Carol & Paul Pankros; and Mary Jo Willis.



- Over 100 Donor Sponsored Scholarship recipients attended Scholarship Orientations the last week of September. Students learned about the Educational Foundation and the donors that created their scholarship. Students also learned about the Alumni Program at Harper College and heard from Educational Foundation board members Dan Klaras, Rafael Malpica and Jim Moehling who spoke about why they support scholarships.
- Advocate Good Shepherd Hospital created an endowed scholarship for bilingual health career students. The inaugural scholarship will be awarded for the spring 2020 semester.

Grants Office

- In September, the Educational Foundation was awarded a \$30,000 grant from the Chicagoland Workforce Funders Alliance and the Chicago Community Foundation in support of the initiatives of Apprenticeship 2020. This grant supports Harper's Second Annual Registered Apprenticeship National Conference scheduled for October 14-15, 2019.
- Motorola Solutions Foundation announced the grant award of \$50,000 to the Educational Foundation to support the Motorola Solutions Foundation Award for Excellence and Engineering Pathways scholarships. The scholarship program seeks to increase access and exposure for students to STEM and Public Safety career pathways with preference given to underrepresented students, including women, minorities, low-income, and first-generation students.
- The college was awarded a \$180,000 competitive grant from the U.S. Department of Labor, Occupational Safety and Health Administration for the Susan Harwood Training Grant Program. As an awardee for the Capacity Building Developmental grant, the college will build its training capacity to offer a complete, full-scale occupational safety and health training program. The target audiences include small businesses with 250 or less employees, limited-English, low-literacy, temporary, minority, and deaf or hard of hearing workers. The training will be free to participants.

Legislative Affairs

- Harper held a breakfast reception in September for area mayors, village presidents, managers and administrators to meet Dr. Proctor, learn more about the college's priorities and initiatives, and provide input on how Harper can collaborate to support programs and services benefiting the community. Communities represented included Arlington Heights, Barrington, Deer Park, Elk Grove Village, Fox River Grove, Hanover Park, Hoffman Estates, Inverness, Mount Prospect and Schaumburg.
- Barrington Hills Village President Martin McLaughlin announced he will challenge state Representative David McSweeney in the Republican primary for the 52nd state House District, which covers the northwestern part of Harper's district.
- State Senator Laura Murphy attended the Craig Stettner Prairie Dedication. The resolution she sponsored in the Illinois Senate was read at the event.
- The Illinois General Assembly will reconvene October 28-30 for its Veto Session.



Media Relations

- *Quintessential Barrington*, which has a readership of about 86,000 people, ran a feature article introducing Dr. Proctor as Harper's sixth president.
- The *Daily Herald* and *Journal & Topics* ran articles about the Craig Stettner Prairie dedication. Later in the week, the *Daily Herald* in its *Week in Pictures* recap highlighted a photograph of Judith Stettner releasing a monarch butterfly in her son's memory.

Institutional Planning and Strategic Alliances

- The college has hosted three strategic plan dialogue sessions thus far—*Professional Growth and Service, Education in the 21st Century, and The Changing Landscape of Work*. Faculty, staff, and students reflected on comments from the panels and engaged in thoughtful conversation. White papers summarizing the key points and sharing the dialogue that occurred during the session are posted on the college's Strategic Planning page as they are completed. The next dialogue, *The Changing Landscape of the Community*, will be held on October 22.
- Last month, the Learning Assessment Committee and the Academy for Teaching Excellence held the 11th Annual Harper College Assessment Conference and Share Fair. More than 120 faculty and staff attended the conference, which focused on student learning assessment, including the keynote address "Preserving Students' 'Mental Bandwidth' to Increase Equity in Success" by Dr. Tina Bhargava, associate professor at Kent State University.

Workforce Solutions

- Corporate executives were asked which skills were identified as the most valuable in job performance, and personal management was ranked number three on this list. Harper Continuing Education will launch the Empower Your Career soft skills program in early 2020. Courses include: Professional Presence; Professional Branding; Embracing your Story and Google's #IamRemarkable workshop which will guide individuals to articulate achievements and self-promotion when in a working environment.
- One of our apprentices, Stephen Kukla, at Klein Tools recently was awarded Journeyman of the Quarter, which is a significant honor since he is still an apprentice and not yet at "journeyman" status. He received a cash bonus and an award. His mentor had the following to say in his nomination of Stephen:

"Stephen has received exemplary grades during the educational portions of the apprentice program at Harper College. His flexibility, willingness to learn, and ability to produce quality results are invaluable in his position and emphasize his dedication to Klein Tools." – Juan Delgado
- The Harper College Office of Apprenticeships will be offering professional development and technical assistance to the Illinois Community College Board and 10 Illinois community colleges for expanding apprenticeships to non-traditional industries through the Scaling Apprenticeships CAP-IT Grant. The grant program emphasizes innovative approaches to the delivery of apprenticeship programs through community colleges focusing on options and solutions to manage and grow programs.
- The Job Placement Resource Center (JPRC) hosted a Part-Time/Seasonal Job Fair this month for our students in the Avanté concourse. Fifteen employers recruited for sales associates, sports camps and package handlers. Approximately 40 students attended.

Diversity and Inclusion

- The college held its Diversity Symposium this month and featured Dr. Anton Truer, professor of Ojibwe at Bemidji State University and author of 14 books, and Adam Lopez, full-time instructor in the history department at Harper College and a former Diverse Faculty Fellow (2016-2018). This year's symposium focused on various aspects of diverse indigeneity, equity, and inclusion and was attended by over 200 Harper employees and community members.
- Diverse Faculty Fellows
 - Bethanie Michelle Statler volunteered to demonstrate DNA extraction with Biology Faculty member Tong Cheng at the Harper Experience Day Expo.
 - Cristian Martinez will represent the Diverse Faculty Fellows program with Pearl Ratunil, special assistant to the president for diversity and inclusion, at University of Illinois at Chicago. They will present to approximately 100 directors of graduate studies to inform them about teaching opportunities for diverse graduate students in community colleges.
- Employee Resource Groups
 - SAFE (Staff, Administrators, and Faculty for Equality) will offer SAFEzone Training this month. SAFEzone Training at Harper College 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 for themselves.
 - DREAM (Diverse Relationships Engaged in Affirming Multi-culturalism) hosted professional development events on "Shared Governance" by Michelé Smith, vice president of workforce solutions, and the "New Counseling Model" by Jennifer Rojek, assistant professor, Student Development.