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President's Report

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This report is being prepared on the cusp of the next "polar vortex." The extreme frigid temperatures associated with this system will put a great stress on some of our older facilities as we deal with antiquated control systems. I know our facilities/plant personnel and utility engineers will be monitoring buildings very carefully over next several days to ensure everyone's comfort during these next few days of frigid temperatures.

Earlier this week we had our traditional spring semester President's All-Campus meeting. During the meeting, we spent considerable time reviewing with the staff our budget challenges for the remaining part of this fiscal year (FY) and our challenges for next year. We have cut \$1.8 million from the FY16 budget and will face a deficit in the range of \$3 million to \$5 million in FY17. Frankly, it could be worse pending the outcome of the State of Illinois budget impasse. Time will tell.

We have developed a process that will involve the entire campus community with identifying expense reductions for next year and seeking revenue enhancements. The Executive Council will spend the day on January 18 outlining that process and also beginning a review of the budget from an executive lens. Across the College, we will examine mission critical programs and program productivity. We will seek strategies that leverage external resources. Ultimately, we will present to the Board in June a proposed FY17 budget that is balanced; we will not seek to use College reserves to balance the budget. We are in uncharted waters in the State of Illinois and the ramifications are affecting the entire public higher education sector in the State. We will manage our way through and count on employee input and support as we seek resolution to our budget difficulties.

We continue to monitor our enrollment situation. We are almost flat in headcount and 3.5% down in credit hours (FTE) at the start of the spring term. The steps we have taken to defer hiring will continue as a means of addressing this challenge. Ultimately, we anticipate that enrollment will be down 1.5% at the end of the term. I absolutely believe that enrollment growth is possible through enhanced persistence and retention strategies. I believe we must, through our new strategic plan, help students become more engaged and committed to their academic goals and our educational community. Retaining just a small percentage of our students who disengage early in their educational journey could make a huge difference in our enrollment numbers. I believe that our various goal leaders, and certainly the Strategic Plan's executive leadership, understand this and will work toward that goal.

As we start the spring semester, we are also planning for May commencement. We are so pleased that the pavilion on the pond will be ready for the ceremony. The landscaping and streetscape on the north side of campus, in conjunction with the re-development and renovation of Building D, will provide among other things, a permanent venue for our annual graduation

exercise, as well as an outdoor setting for musicals, theatrical productions and other events that attract large audiences. This will be a wonderful asset for the College. We will fully occupy Building D in the fall.

Our first class of Promise Scholars have registered and demonstrated their interest in the program. Sixty-seven percent of the high school freshman registered for the program. Over the next four years, we will learn if their “interest” will turn into “commitment.” We are very close to our \$10 million dollar goal that will finance the scholarships. With almost four years remaining before Promise students arrive on campus, we feel confident that we will meet or surpass our financial goals.

As we prepared for the semester, a lot of activity occurred on the campus over the past month, including over the holiday break. Below you will find the highlights:

Student Success

- The Student Activities Board (SAB) hosted an end-of-semester community-service project at the Feed My Starving Children (FMSC) program in Schaumburg on Tuesday evening, December 1. 95 Harper students participated, and during their 3-hour service visit, they packed 29,952 meals into 137 containers—enough food to feed 81 children for an entire year. FMSC staff were appreciative of the students’ visit, as it set the new record for most volunteer work output in a single visit to their Schaumburg location.
- During the semester break, 12 students enrolled in BIO150 (Field Biology) and traveled to Costa Rica as part of Harper’s study abroad program. The trip was led by Biology faculty member Craig Stettner.
- During its first year (Jan-Dec 2015), the One Stop Center has assisted over 15,600 students and families providing integrated student services to students and families in registration, financial aid and payment processes.
- The Women’s Program hosted a finals week open house on December 15. Thanks to everyone who supported the hard-working students in the Women’s Program. They are tremendously grateful to the Harper community – and frequently cite the kindness and caring from all areas of the College – faculty, staff and fellow students.

Facilities Management

- Repairs were successfully made to the failed Building A main sanitary line over the winter break. The main dining room and testing center were fully restored and are back in operation.
- Installation of the Building E sprinkler system was successfully completed over the winter break. This work was required by the Palatine Fire Protection District in order to allow the building to remain occupied going forward.
- Installation of the West Campus Infrastructure Project critical systems generator was successfully completed over the winter break. This project was required to ensure that critical systems such as sump pumps, life/safety devices, emergency lighting and the Building A Data Center remain uninterrupted through the Canning Center and/or other construction within the area. Nuri Akdeniz, Facilities Project Manager, coordinated these three projects over winter break to ensure

they were successfully completed on time, under budget and without disruption to College operations.

Information Technology

- During the winter break, two critical facilities projects took place which required technology and staff to be relocated. The Building A sanitary line work required the temporary relocation of the Testing Center computer labs and support staff. The temporary location was in the Building I Mega Lab. The Testing Center was moved to its original location prior to the start of the semester. The fire sprinkler system installation in Building E required the temporary removal of classroom technology from the three lecture halls.
- Fourteen additional classrooms and meeting spaces were upgraded with new multi-media technologies as part of our ongoing classroom update project.
- Taking advantage of the College campus closing over the winter break, the Networks and Servers team, supported by several other Information Technology staff members, completed the second and final phase of an upgrade project that replaced and updated all Active Directory servers and infrastructure. The Active Directory system contains the security and login information for all students and staff, and is used by all application systems to authenticate users. This impacted every application system that Harper College supports, both on and off campus. Testing of dozens of systems followed this upgrade.
- Information Technology partnered with the Testing Center to complete a project that provides the College’s students with access to ALEKS from the student portal via single sign on. The project also created an auto-upload process where ALEKS test scores are extracted and loaded into Banner when the student completes an assessment test, where it is used by College staff in serving the student and for a placement report for the student.
- Information Technology staff who worked during the winter break included:

Yadushri Adhyapaka	Kevin King	Gloria Plaza
Joe Aquilina	David Kobler	John Poomduang
Nick Arcos	Tammie Mahoney	Grant Prellwitz
Terrance Bird	Don Malzahn	John Schlitter
Roxanne Boersma	Craig Marscin	Mitesh Shah
Dave Broucek	John McManus	Karen Streu
Bob Brown	Bo'Lynne Modzelewski	Mike Swier
Erjon Carcani	Charlie Mulvey	Mike Szela
Philip Devine	Susan Nowakowski	Steve Takai
Pooja Gecka	Chuck Patel	Brian Thomason
Jeff Jones	Gerald Perona	Justin Wagner
Rick Kellerman		

Advancement & Marketing / Communications

- Kimberly T. Duchossois of Barrington Hills, Ill., has long been recognized for her deep commitment and long-term efforts to improve the quality of cancer treatment and to cultivate an entrepreneur and innovative spirit in young adults.

Kim recently made an investment to the Harper College Educational Foundation of one million dollars (\$1,000,000) in support of the Entrepreneurial Dream Big – Angel Grants program, and the Harper College Promise scholarship program.

Kim stated, her “desire was to help foster the continued growth of Harper College’s efforts in making post-secondary education available to qualified students through the Promise Scholarship Program, and cultivate entrepreneurship and innovation for future students”.

- Later this year, the College and Educational Foundation will be celebrating and thanking Kim Duchossois for her investment of one million dollars (\$1,000,000).
- As of December 31, 2015 the foundation has raised \$1,775,434 which is 50% of the fiscal year-end goal. There is an additional \$1,150,000 of commitments from donors which cannot be added to the balance due to donor advised funds and legal agreements. These donations will be received over the next 3-4 years.
- Marketing Services collaborated with Financial Aid, Admissions Outreach and the One Stop Center on the communication campaign for spring semester FAFSA workshops.

The campaign included:

- On-campus posters targeting current students
- On-campus TV monitored messaging
- Invitations to high school seniors in the dual credit program
- Invitations to applied students
- Posters and flyers for area high schools
- Listings on the web and HIP calendars

Along with tracking workshop RSVPs and attendees, the campaign also used a custom URL to track web traffic. The workshops are part of College’s ongoing outreach to provide education and resources regarding options to make higher education more affordable. These workshops are free and open to the community.

Planning and Institutional Effectiveness

- In fall 2015, the Higher Learning Commission conducted on-site reviews of the Learning and Career Center and Northwest Community Hospital. On December 18, 2015 the College received notification from the Commission that the outcome of those visits was positive with no further review or monitoring required.
- Two comprehensive evaluation reports have been completed. These reports assess the first year of the College’s Title III Grant: Building Technology and Professional Capacity to Achieve Harper College’s Student Completion Agenda. One report was for the Department of Education and the other was conducted by an external evaluation firm. Their report noted that the College is “exceeding, meeting, and/or making notable and substantial progress for all four objectives and their related tasks and performance measures.”

Workforce and Strategic Alliances

- The Fast Track program completed mandatory orientation. Four cohorts will begin this spring: AAS in Business Administration, Certificate in Health Information Technology, Certificate in Supply Chain, and Certificate in Human Resource Management.

- Harper College for Business hosted Sarah Normand from Southern New Hampshire University's College of America. Sarah provided great insight into competency-based education for adult learners, sponsored by employers.
- Workforce and Economic Development welcomed 24 apprentices from Zurich North America. The apprentices completed a half-day orientation/onboarding experience at the Harper Professional Center.
- Harper College has been designated as an official site for Registered Apprenticeships (RA) by the Department of Labor. This designation streamlines the process for area employers and allows student apprentices to receive the official RA qualification which is considered an industry-recognized portable credential.

Diversity and Inclusion

- On January 15, 2016 our district high schools reported sign up numbers for the Harper College Promise Scholarship Program. Of the more than 7,000 high school freshmen in our district, 67.1% (4,757) of the Class of 2019 signed up for the Harper Promise Scholarship. District averages were around 60%-70% for each of our districts and two high schools had more than 90% of their freshman class sign-up. The sign up period was from October 15 – December 15 and our High School partners did a fabulous job communicating with students and parents via classes, study halls, information sessions and their high schools' websites. We are looking forward to having a number of students from this first group of Promise Scholars succeed in high school and enroll at Harper in the fall of 2019.

Community and Legislative Relations

- Newly appointed State Senator Laura Murphy, who represents the State's 28th District (Arlington Heights, Des Plaines, Elk Grove Village, Hanover Park, Hoffman Estates, Mount Prospect, Rolling Meadows, Roselle, and Schaumburg) visited with Dr. Ender, Laura Brown and Phil Burdick and toured the campus. Senator Murphy replaces Senator Dan Kotowski who stepped down to become CEO of Childserv, a nonprofit focused on helping at-risk children and families.
- In December, Community Relations conducted a College Readiness presentation for the Barrington Middle School – Prairie Campus 8th grade class. The presentation provided an overview of how to prepare for college, average tuition costs, financial aid opportunities and Promise. Over 400 students and teachers attended.
- Kathy Bruce and Julie Ellefson-Kuehn hosted a chemistry activity table as part of the Family Curriculum Night at Euclid Elementary School on January 14. Euclid is part of the Ambassador School program.
- Andrea Fiebig represented Harper as part of Sandburg Junior High's Latino Family Literacy Program. The goal of the presentation was to educate parents about the Harper Promise Scholarship program and the opportunities for their children to attend college. Andrea discussed Promise as well as opportunities for parents through the Adult Educational Development department. Approximately 40 people attended the presentation.
- On December 10, Tara Mathien, Njambi Kamoche and Jennifer Brennan attended Twain Elementary (D21) School's Parent Night. Tara conducted a presentation for the kindergarten

parents about the importance of being involved in their child's education. Jennifer also discussed the resources available to students and parents at the Learning and Career Center in Prospect Heights.

- Phil Burdick was elected to the Board of the Great O'Hare Association (GOA). The GOA is one of the oldest and largest regional business organizations in the northwest suburbs.
- The *Chicago Tribune* ran a comprehensive front-page package, "How workforce of tomorrow is taught," highlighting Harper's insurance and manufacturing apprenticeship programs. The articles, part of the Tribune's ongoing Global City series, looked at how schools are rethinking programs to meet the needs of the digital age.
- The *Daily Herald* wrote about the strong demand at the Education and Work Center in Hanover Park, where there's currently a waiting list of people trying to acquire basic English language skills and complete their high school equivalency. Rebecca Walker, Senior Director of the center, is quoted as saying "Both college presidents and boards have expressed commitment to the center. It took a long time to make it come about and there were a lot of years in planning, but it was worth it. The response from the community has really proved that this was needed. It's not a matter of if it will continue, but how."
- The *Daily Herald* ran an article about two Harper students being named Coca-Cola Leaders of Promise Scholars for their scholastic achievement, community service and leadership potential.
- A *TribLocal* article recapping highlights of 2015 includes Harper's Promise Scholarship Program.
- The *Daily Herald* ran an article about chemistry department Chair Julie Ellefson-Kuehn and 18 Harper students providing a variety of hands-on learning activities for kindergarten classes at Queen of the Rosary School in Elk Grove Village.
- A *Daily Herald* article about ECC's narrowing achievement gap between Latino and white students mentions that Harper is one of two other community colleges in Illinois to be recertified as an Achieving the Dream Leader College.

Finally and sadly, many of our employees are going through an extremely hard emotional time as we cope and come to grips with the loss of one of Harper's long-time employees. Earlier this week Karen Lotz, who was the Admissions Processing Supervisor, died suddenly and tragically. We are providing grief counseling to employees in need and will continue to support them through this ordeal. Our hearts and prayers go out members of Karen's family, loved ones, friends and family and our effected employees.

Stay warm,

Ken