

President's Report

October 2015

We returned from the annual Association of Community College Trustees' (ACCT) conference a few days ago and are proud of Harper College and the work we are doing. It was a pleasure to join colleagues and trustees from Harper as we shared our involvement with the Hanover Park Education and Work Center, and our statewide work addressing the manufacturing workforce skills shortage. Both of these sessions were well-attended and well-received. Special thanks to Diane Hill and Bill Kelley for their contributions in the session presentations.

Our final enrollment numbers for the fall are taking shape. It appears that we will finish the fall with a 2.5% decrease in head count and 3.5% decrease in FTE. Ultimately, this will mean a \$1.5 million reduction in revenues. We continue to hold on staff openings on the expense-side to compensate for the projected revenue loss. We are also aggressively marketing spring courses and have engaged Blackboard once again to assist us with contacting students with lapsed enrollment. The Blackboard group fully met our expectations last semester as they were able to contact and provide enrollment information to 6,780 former students. Of that number, 1,125 subsequently enrolled. We are engaging them earlier and anticipate equal or better results.

As we discussed in September, the Finance Committee of our shared governance system has developed a recommendation for revising the College's tuition policy. The policy has been vetted by the Student Government Association, Faculty Senate, and President's Cabinet and was received favorably. Next, it will go to the Institutional Resource Policy Council for final review. I anticipate it will be supported by the Council. The recommendation is as follows:

"As appropriate to promote a balanced budget for Harper College and financial consistency for Harper students, limit the annual tuition and per credit hour fee increases to 6% of total tuition and fees or the Illinois statute limitation using the Higher Education Cost Adjustment (HECA) rate as a guideline."

We will discuss this recommendation in November.

We have been very busy this fall working with our high school partners to raise awareness of the Promise Scholarship Program among incoming high school freshman. The program continues to be received with great enthusiasm. Earlier today, Laura Brown shared a new "investment" of \$100,000 from a friend and donor in support of Promise. We will publically announce the donor, soon. Since March, well over \$2.0 million has been donated or pledged to the Program.

For many individuals the Promise Program represents an opportunity to invest in the future workforce of our district. The Program re-enforces strong behavioral habits around attendance and punctuality, rigor, quality, persistence, and community service and makes many potential donors very excited to invest. For most donors, an investment in young people to develop a strong workforce ethic as well as the ability to learn at a post-secondary level is compelling. Donors understand that these Promise “scholars” will make excellent employees.

Since the Board’s September meeting, we have put considerable time into developing leadership teams for the new strategic plan. The coordinating council overseeing the Plan’s execution will be convened by me and will include Tom Dowd, Brett Fulkerson-Smith, and Jeannine Lombardi from the faculty as well as Judy Marwick, Michelé Robinson, and Maria Coons from the administration. The various goal leaders are now being identified, as are metrics associated with the outcomes of the Plan. In November, we will share all of this with the Board.

Also in November, we will bring the Board up-to-date with respect to M Building. We are currently negotiating “use agreements” with the Palatine Park District and Northwest Community Hospital for the facility. We have also released an RFP for management services and the architects are developing the schematic plan. In November, we will map out a prototype program and activity schedule for the facility and the Aquatic Center. Based on this schedule, we will develop pro forma projections. All of this work will be come together for a full presentation to the Board in January.

Earlier this month we received some very good news from the U.S. Department of Education. Our three year default rate on student loans is 14.2% compared with 20.2% the previous year. Nationally, the default rate is 19.1%. Credit is due to our financial aid staff for this very nice improvement!

At the end of this month we will be hosting a meeting with administrators from Ferris State University’s doctoral program in Community College Leadership. We have a number of faculty and staff who have expressed interest in pursuing the doctorate with Ferris State. In all likelihood we will host the Ferris State program next year, beginning in January 2016.

It’s been a very busy month since our September Board meeting. Highlights are below:

Student Success

- On Friday, October 2, Harper College celebrated Manufacturing Day by hosting a large event for local High School Students. Participating local High Schools included: Barrington, Palatine, Elk Grove, Wheeling, Rolling Meadows, Forest View Education Center. More than 200 students attended the event, which included a tour of five stations (highlighting CNC, Welding, Supply Chain Management, and 3D Printing). Two companies presented during the tours: Innovative Components and Fanuc. Students also toured local manufacturing companies (including Felsomat, DMG Mori, Toshiba, Nation’s Pizza, Keats Manufacturing and American Foundry Society).
- Fulbright Scholar-in-Residence Jimrex Byamugisha has had a busy and productive month with the Office of International Education. He has visited and made presentations in a variety of Harper classrooms, including Cultural Anthropology, Humanities, Biology, Political Science, and Linguistics. He has also met with several committees in order to better understand our system of shared governance. In addition to his campus presentations, Professor Byamugisha has travelled to several other colleges and schools. By invitation he has made

presentations at the Crystal Lake Montessori School, Northeast Wisconsin Technical College (Green Bay, WI), College of DuPage, Morton College, and Ivy Tech Community College (Lafayette, IN).

- Tara Mathien, faculty member in Early Childhood Education, visited KiddieLand Bilingual Child Care in Zurich, Switzerland to conduct a series of workshops and professional development sessions on early childhood education practices and curriculum in the United States for the teachers at the child care center. The owner and director of the program is an alumna of Harper's ECE Department.
- U.S. Track & Field and Cross Country Coaches Association named one of our freshmen cross country runners, Ali Gutt, national athlete of the week.
- Efforts to expand Harper's early alert program are continuing. This year Harper will be monitoring over 1,200 students while trying a slightly revised approach. This new method includes an improved referral system when faculty identify students in need of our academic support services (i.e., Tutoring Center, Writing Center, etc.), provides differentiated support for students with minor versus major concerns, and allows faculty to more easily send messages of positive reinforcement to students who are doing well.
- The National Kitchen and Bath Association (NKBA) has proclaimed our Interior Design program as a NKBA 2014 Excellence in Education winner. A score of 90 or better was required for this award. As a winner, we have earned the right to place their logo on our marketing materials.
- One hundred percent of Practical Nursing Program 2014-2015 graduates have taken and passed their NCLEX-PN licensing exam. William Rainey Harper College has just provided to the public 19 new Practical Nurses. Our success and pass rates far exceed both the State and National averages.
- The Illinois Nurses Foundation and the Illinois Healthcare Action Coalition are pleased to announce the winners of the Inaugural "40 Under 40" Emerging Nurse Leaders Awards. Three Harper Nursing graduates won awards: Megan McDowell, Nicholas Nelson, and Suzanna Kopec. Megan McDowell currently teaches Harper students as a Nursing Clinical Instructor. Winners were chosen by a panel of their peers based on their achievement in the profession, leadership and community and association involvement.
- Nursing student Ben Sandholm was recognized by Good Shepherd Hospital for providing exemplary care to a patient in critical condition.
- Harper College is the fourth community college to receive approval from Illinois Community College Board and Illinois Board of Nursing to offer the Military/Medical Corpsman to Practical Nursing Certificate. This is a limited enrollment program and the curriculum was developed after a gap assessment was completed by the Board of Nursing and a nursing advisory group. We are hoping to offer this program in Spring 2016.

Harper College Police Department

- Mike Alsup, retired Harper College Police Chief, received the Wendell Jones Award for his work with the Northwest Suburban Alliance on Domestic Violence at the Alliance's annual awards breakfast on Friday, October 16, which was held at Harper. The Northwest Suburban Alliance on Domestic Violence raises awareness and promotes prevention of domestic violence.

Information Technology

- The core switch for the campus VOIP system was replaced/upgraded by the Telecom team over the Labor Day weekend. This included an upgrade to the main switchboard software. The upgrade provides additional reporting on operator activity and switchboard calls, patches to fix bugs in the Unified Communication software, and a backup was added to provide redundancy to the primary call center service that provides call management for the Service Desk, One Stop, Registration, CE Registration, Motorcycle Registration, Student Development Office and the Business Office.

Human Resources

- Effective October 1, Harper began offering College employees two new employee paid voluntary benefit plans: a vision plan through VSP and an identity theft protection plan offered through LifeLock. Employee benefits are a critical factor in recruiting and retaining good employees. This will fill a gap in coverage to our employees as the current health plans offer limited vision discounts and identity theft protection was previously not provided. Both of these benefit plans are voluntary and, therefore, employee-paid. 181 staff members have elected to participate in the VSP vision plan benefit and 51 employees have signed up with LifeLock for identity-theft protection services.

Finance and Administrative Services

- In September an overview of the College, including financial performance and management, was presented to Moody's Investor Services. With the Board's leadership and the College's fiscally responsible approach to budgeting and spending, Moody's reaffirmed its highest possible rating of Aaa. This top rating will enable the College to obtain a very competitive interest rate during the upcoming general obligation refunding bond issuance.

Advancement

- Harper College will hold its 2015 Distinguished Alumni Awards, an annual honor saluting former students for outstanding career and community achievements on October 28. Including this year's recipients, a total of 48 Distinguished Alumni have been honored thus far. This year's honorees include:
 - Laurie Turpin-Soderholm

- Joseph Quinn
- Renee Spacapan
- Richard Parlier
- Vladimir Goncharoff

The event, which is free and open to the public, takes place from 6 to 8 p.m. Wednesday, October 28, in the Wojcik Conference Center.

- Stand Up And Be Counted – BMO Harris Bank

Nearly two dozen BMO Harris Bank employees from a variety of branches recently gathered for a special ceremony through Harper's Stand Up and Be Counted initiative. The newly created program aims to recognize employers throughout the community who have hired Harper alumni and to connect with Harper alumni in the workplace. Jim Meier, Harper Foundation Board member and co-chair of the Alumni Committee, presented Lloyd with a plaque of appreciation.



Jack Lloyd, Jim Meier and Joe Quinn

- Scholarship Recipient Highlight

The first in her family to attend college, Jana Jorgensen commutes from Westmont to Palatine to attend Harper College and is the 2015-16 recipient of the Eliza Dog Little Scholarship. Jana's current educational goals are to finish at the top of her Veterinary Assistant class and earn her Veterinary Assistant Certificate at Harper College. Her future educational goals include completing a Veterinary Technician program, where she will then focus on a specialty in orthopedic prosthetics in service animals and wildlife rehabilitation.

Jana is extremely determined, working two jobs to help pay for her schooling and interning at a veterinary clinic. However growing up, Jana had severe social anxiety and Attention Deficit Disorder which made progressing through school very difficult. Jana would have panic attacks before boarding the morning school bus and her parents had all but given up any dream of her completing an education past high school. But then her parents enrolled Jana in pet therapy sessions throughout her adolescent years and Jana soon found all of her fears and anxiety melting away with every animal interaction she had. Many of the dogs that Jana worked with also had second chances in life being rescued from shelters. Because of that experience, Jana wants to dedicate her professional career to improving the lives of the animals that helped her become the confident person she is today. As Jana states in her scholarship essay, "For the first time in my life I have the motivation not only to learn but to exceed the expectations of others and I have the confidence to be the best that I know that I can be in the veterinary field."

Marketing Services

- The fall 2015 High School Open House was held on Thursday, October 15, 5-7:30 p.m. Marketing Services employed a variety of channels and initiatives to raise awareness and generate RSVPs for the event.

To support the event itself, Marketing Services developed—independently or in collaboration with Admissions Outreach—the following collateral:

- High School Viewbook
- Open House Brochure
- High school checklists
- Parent mobile wallets + cards

Early Metrics:

- From September 8-October 8:
Total page views to the high school student landing page increased by 28% 4,771 vs. 3,721, compared to last year.
- Unique (unduplicated) page views increased by 37%, 4,227 vs. 3,076. Average time on the page also increased by 9%.
- As of October 8, approximately 125 RSVPs have been collected via the landing page form. Each RSVP represents two or more attendees since typically parents and often siblings attend Harper high school open house events.
- As part of Harper College's spring enrollment campaign, the next oversized (12.5 x 9.5) postcard to all district households will be mailed November 2. Along with serving as a reminder for spring semester start dates, the post card promotes November information sessions for adult learners and Fast Track programs and the November 21 Career Direction Workshop.

LIFE IS GOOD. BUT HERE'S THE SECRET:
 YOU KNOW IT CAN BE EVEN BETTER.
 YOU WANT TO TURN THAT JOB INTO A CAREER.
 YOU HAVE WHAT IT TAKES AND
 YOU'RE READY FOR MORE.
 YOU WANT TO HOP OUT OF BED IN THE MORNING AND
 ACTUALLY LOOK FORWARD TO GOING TO WORK. GET THE
 COMPETITIVE EDGE. GAIN SKILLS. EARN CREDENTIALS.
 COMPLETE YOUR DEGREE. ONCE YOU DO, YOU'LL HAVE THE
 CONFIDENCE TO **CREATE THE CAREER**
YOU ALWAYS IMAGINED. WE KNOW
 YOU CAN DO IT. YOU KNOW YOU CAN DO IT. AND YOU'LL
 GIVE IT EVERYTHING YOU'VE GOT.
 AND ONCE YOU DO, YOU'LL TAKE ADVANTAGE
 OF EVERY OPPORTUNITY THAT
 COMES KNOCKING. YES, LIFE IS GOOD.
 STOP WISHING. STOP DREAMING. STOP WAITING.
 START DOING. START BEING.
START GOING FORWARD.
 WE ARE HERE TO HELP YOU EACH STEP OF THE WAY.
 YOU'RE READY. WE'RE WAITING. LET'S DO IT.

CLASSES BEGIN | **ENROLL TODAY.** 
JANUARY 19 | Flip this card for your
 invitation to get started.

harpercollege.edu 

100 West Algonquin Road
 Harper College
 P.O. Box 1000
 Normal, IL 62550
 Phone: 618.243.1000

**LIFE IS GOOD
 LET'S GET STARTED**

CONSIDER YOUR CAREER OPTIONS
A CAREER DIRECTION WORKSHOP
 Gain insight into your career options, explore various careers, and learn how to make the most of your college experience. **Learn more and RSVP at harpercollege.edu/career**

10:00-11:00 a.m., Saturday, November 21
 Harper College Student Center, Building A, Room A203
 1000 W. Algonquin Road, Normal
 (Enter from Algonquin Road)

LET'S TALK: JOIN US
JUST FOR ME: INFO SESSION FOR PROSPECTIVE ADULT STUDENTS
 You can be successful in college while balancing a busy life. And, we can show you how Harper College is the most affordable option with the best return on investment.
8 p.m., Monday, November 18
 Music Conference Center at Harper College, Room W216
 1000 W. Algonquin Road, Normal
 (Enter campus from Riverside Road)
Learn more and RSVP at harpercollege.edu/mysuccess

FAST TRACK MY SUCCESS: INFO SESSION
 Complete your certification or degree by attending class just one night a week.
 Associate in Applied Science Degree offered:
 • Business Administration
 • Certificate Offered
 • Health Information Technology (HIT) Medical Coding
 • Human Resources Management
 • Supply Chain Management
8 p.m., Wednesday, November 18
 Harper Professional Center
 600 Higgins Road, Schaumburg
Learn more and RSVP at harpercollege.edu/fasttrack

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JUST FOR BUSY ADULTS
 Learn how accelerated programs, online classes, focused career certificates and degree options will help you start your career.
Visit harpercollege.edu/mysuccess

FOR RECENT HIGH SCHOOL GRADS
 Move forward! High school grads choose Harper College from all other colleges or employers. Meet our students, visit the website and you'll know why.
Visit harpercollege.edu/myfuture

Start. Finish. Go Forward.

- Marketing Services is collaborating with the Math and Science Division and Roosevelt University's College of Pharmacy to promote two events on October 22: OTC medication safety and Pharmacy Partners Program.

Workforce and Strategic Alliances

- The Illinois Network for Advanced Manufacturing (INAM) surpassed its goal for unique participants served with the \$13 million Department of Labor grant. The goal was to serve 2,487 students in advanced manufacturing programs of study at the 21 participating Illinois community colleges; INAM actually served 2,539 students.
- The first group of manufacturing apprentices completed an eight-week set of classes. These students will now work for their sponsoring employers to apply the skills/knowledge they acquired in their coursework and will return to Harper in January for their second round of classes.
- Zurich North America utilized the Harper Professional Center to interview potential employees/students for their new apprenticeship program that will begin in January. A pool of 32 applicants interviewed for 24 available spots. Admissions Outreach staff, Bob Parzy and Mark McPherrin, were instrumental in working with Zurich to identify these students.

- Harper College for Business is providing extensive customized leadership training for Weber –Stephen Products. Topics include Coaching for Peak Performance, Resolving Conflict, and Team Building.

Diversity and Inclusion

- Michelé Robinson, Special Assistant to the President for Diversity & Inclusion, attended a three-day Chief Diversity Officer (CDO) Summit at Northwestern University earlier this month. The summit was the first of its kind and was sponsored by the Kellogg Executive Leadership Institution in collaboration with the National Association of Diversity Officers in Higher Education (NADOHE). This meeting brought together leading CDOs from the corporate, higher education, government, military and non-profit sectors. The meeting agenda consisted of thoughtful discussion and exploration in the areas of academic research, trends and leading practices in diversity and inclusion. As a direct result of the work being done at Harper College in the area of Diversity & Inclusion, NADOHE paid the full registration fee for Michelé to attend.
- Nearly two dozen Harper employees gathered on September 23, 2015 to engage in a discussion about privilege as a follow-up to the Diversity & Inclusion pilot workshop that took place earlier this summer. These employees took a closer look at the concept of privilege and explored how it plays out in the workplace, in particular in our work with students and colleagues. By having the opportunity to explore this complex topic in a safe space, each participant was able to better understand the unique role that each one of us must play in order to move our diversity and inclusion agenda forward on this campus.

Community and Legislative Relations

- Since September, Community Relations has hosted over 700 students from 6 schools representing Districts 59 and 15. Students visited and participated in activities lead by faculty and staff from Nursing, Manufacturing, Fashion, Music, Athletics, Library Services, Business, Admissions, Facilities, the Educational Foundation, Student Involvement, Career Development, Speech, the Police Department, the Performing Arts Center, Math, Electronics, Fire Science and the Observatory. More than 50 students, faculty and staff members volunteered their time to help make the visits a success.
- Maria Moten and Amie Granger hosted Promise information tables at Holmes, London and Cooper Middle School (D21) Parent-Teacher conferences. Parents and students received information on Promise and other Harper community services.
- Sign up for high school freshman for the Harper College Promise Program is underway. Harper representatives made presentations at the following high schools in September and October: Conant, Wheeling, Forest View Educational Center and Hoffman Estates.
- Harper joined other community and four-year colleges in a news conference with State Treasurer Mike Frerichs at Elmhurst College to urge Governor Rauner and the General Assembly to end their budget impasse and fund MAP Grants.

Articles about Harper in the media included the following:

- *The American Association of Community Colleges* ran an article about Harper's Advanced Manufacturing program. Writer Dennis Pierce interviewed Dr. Mary Beth Ottinger, who touted Harper's partnerships with local manufacturers, universities and high schools and efforts to attract students to the industry.
- *Daily Herald* political reporter Mike Riopell looked at how the state's budget impasse is affecting community colleges. Suburban institutions like Harper, he said, are far better positioned than those downstate.
- The *Daily Herald* ran an article on the \$2.5 million grant awarded to Harper's apprenticeship programs.
- The *Daily Herald's* editorial board lauded Harper's Promise program in its weekly Soapbox column. The headline was "Exceptionalism at Harper."
- The *Daily Herald* ran an article on an art exhibit featuring the work of John Knudsen, Harper's first full-time faculty member. *TribLocal* and *Patch* also ran articles.
- The *Daily Herald* included a page 3 digest about the Board approving a bond refinancing that will save taxpayers about \$1.2 million.
- The *Daily Herald* sports section included an article about the men's and women's cross country teams both being ranked first in the country.

We look forward to the November Board meeting and will have a number of updates for the Board. In the interim, please do not hesitate to contact me if you have questions or concerns.

Ken