



**Kenneth L. Ender, Ph.D.  
President**

1200 West Algonquin Road  
Palatine, Illinois 60067

847.925.6611  
847.925.6034 fax  
[kender@harpercollege.edu](mailto:kender@harpercollege.edu)

## **President's Report**

**December 2014**

In one short week, the fall academic term will come to an end. Students and faculty are engaged in end-of-semester papers, projects, exams, and final analysis of academic achievement. It is the culminating experience defining a process that has a distinct rhythm and life cycle. The semester academic credit process aligns with the Carnegie unit. In higher education, this defines not only a process—it also defines a way of calendaring life. For many, myself included, it is a great comfort to know that life defined in this manner provides clarity in terms of what is expected in each phase of each cycle.

Lately, the noise of innovative disruption in the academy has become louder and louder. Colliding with the existing paradigm are modified delivery methods and pedagogical approaches that have no allegiance to the world of the Carnegie unit. This disruption demands more fluidity, agility and speed in the delivery of knowledge and skill acquisition. This disruption (innovative or not) is shaking the higher education industry at its core. It is demanding that each learner be engaged in a style that “fits” his or her needs, expectations and timing. In short, this innovation calls for a much more customized personal experience.

It is important to recognize that all of this external noise is occurring and apparent to the members of the Harper faculty and staff. And, it is understandable to be wary and cautious as we determine our own response to the demands of a knowledge society. While we navigate our way through, we must deliver day-to-day the educational experiences we have designed while adjusting and internalizing the changes that are occurring. We must build the ship as we are sailing it. This is no easy task.

It seems important at the end of this fall term to recognize the environment we are working in. As you read through the pages that follow, you will note an institution that is delivering and being acknowledged for excellence and achievement. It is important to note the commitment to the on-going work of this academy. The pages ahead describe extraordinary achievement in the context of a rapidly changing external and internal environment. The tasks are hard, our folks are tired, as they should be, as this is the cycle of our work.

Join me in recognizing the following:

### **Student Success**

- The Harper College Ethics Bowl team has, for the second time in three years, qualified for the Intercollegiate Ethics Bowl Championship, which will be held in February in California. Harper was one of only two two-year schools in the upper-Midwest qualifying competition. The event featured 22 teams from 17 schools, including schools such as University of

Wisconsin, Madison and University of Michigan, Ann Arbor. Harper finished second place in the competition. The team from Harper that qualified was undefeated for the day, finishing with a record of three wins and one tie. This year's Ethics Bowl team is comprised of Ahyanee Stubberfield, Eri Svenson, Robert Moskwa, Lauren Bell, Ali Longbottom, and Justin Provo.

- Harper College Athletics won the Gary Moore Award for the Best Overall Program in Cross Country. The Hawks achieved this award by having the best combined score for the men's team (National Champions) and the women's team (National Runners-up). The men's team won the championship for the fourth straight year with six Hawks earning All-American status. The women's team placed second for the first time with two All-Americans.
- The Fashion Merchandising program held the Grand Opening of Studio V in Building J in December. This new location was recently renovated and transformed into an inviting shopping venue. This learning lab showcases the handmade arts and crafts created by Harper College students and local consignors. Congratulations to Program Coordinator Cheryl Turnauer and adjunct faculty member Tom Tucker for a successful opening!
- On December 10 and 11, a delegation of education leaders from China visited Harper to learn more about how the College operates. The delegation was visiting the United States with a focus on re-envisioning the community college system in China.
- Dr. Monica Edwards (Sociology) and the Pride Club coordinated with several Harper faculty to hold a Pride event in honor of the International Transgender Day of Remembrance. Pride coordinated with faculty across divisions in order to maximize student participation; upwards of 10 faculty brought their classes to the sessions. There were over 150 attendees at this event, filling the large lecture hall to capacity. There was also a vigil held which students and employees came to be supportive and to remember.
- A new student-led GED Club launched in December. Dr. Kenya F. Ayers, Dean for Academic Enrichment and Engagement, served as keynote speaker for the inaugural event at the students' invitation.
- The Hospitality Management Program presented at America's Baking & Sweet Show at the Schaumburg Convention Center; 90 students and 5 instructors presented classes on chocolates, marzipan, fondant and cakes.
- The Learning and Career Center (LCC) staff worked with the Prospect Heights Police Department on a very successful food distribution, financial literacy, and parent engagement event in November.
- In November, Laura Bennett, Harper College's Student Conduct Officer, met with Senator Claire McCaskill's Office (D-MO) to discuss the proposed U.S. Senate Bill 2692 "The Campus Accountability and Safety Act," which seeks to legislate aspects of how campuses address incidents of sexual misconduct. Through her role as the President-Elect of the Association of Student Conduct Administration (ASCA), Laura provided feedback on the bi-partisan bill in anticipation of its re-introduction in January 2015. While in Washington D.C., Laura also met with representatives of the Department of Education's Office for Civil Rights to continue dialogue about best practices colleges can employ in both policy and response with regards to incidents of sexual harassment and sexual violence affecting college campuses.

- Protiviti, the consultant agency with whom Harper engaged to elicit student feedback on the current Student Portal, has presented their findings. They used three different types of engagement activities—focus groups, lab activities and online surveys—to reach well over 2,000 students. Key “takeaways” from the presentation included the following: over 75% of the students indicated they are “satisfied” with the student portal, and many positive remarks were received for the recent “refresh.” The ability to view grades, access to email and registration were rated by students as the three most important features; personalization, an improved calendar, and an easier registration system came through as primary targets for improvement along with access to the student portal in a mobile-friendly format as robust as the desktop version. This information will be used to help shape improvements going forward.
- Joe Scrima, Testing Center Manager, received the 2014 Service Recognition award from the National College Testing Association (NCTA). This award stems from his active involvement in the Technical Services Committee of this professional organization.
- Computer Information Systems faculty member Dave Braunschweig published his fifth Open Educational Resource collection entitled *Windows PowerShell Learning Guide* on Wikiversity. These open resources replace costly textbooks for our students, and better prepare students for the course outcomes as measured by student success in the course.
- Jennifer Smith, Nursing Instructor, was awarded the 2015 Nurse Educator Fellowship from the Illinois Board of Higher Education to help support her dissertation research regarding new graduate nurse resilience, and strategies to address incivility in nursing early in one's career.
- Students and faculty from the Graphic Arts Technology Program attended an international expo held at McCormick place. The Graph Expo Show is the largest, most comprehensive trade show for graphic design, direct social marketing, prepress, printing, VDP, finishing, package printing, converting, wide format and digital technologies. The Graphic Arts Show Company (GASC) and the Graphic Arts Education and Research Foundation (GAERF), donated a booth to Harper's Graphic Arts Program for students and faculty to showcase their offerings and capabilities and network with other industry attendees. Over 175 GRA students registered and several donated their time to work in the booth.

### ***Facilities Management***

- Facilities Management, Information Technology, and several external vendors will be working diligently through winter break to prepare Building H for classes on January 12, 2015. This requires the relocation of all programs from Building D and elsewhere on campus that are scheduled to occupy Building H. Faculty and staff will take possession of the new building on January 2, 2015 so they have time to unpack and prepare for classes the following week. It should be noted that a relocation of this magnitude typically takes about 12 weeks, but because this is occurring between semesters rather than over the summer, this effort had to be compressed into the current four-week time period. We commend those working through the holiday season for their dedication, personal sacrifice, and hard work in order to make this a successful project. We would also like to thank others disrupted by this work for their continued patience and understanding. As with Phase 1 of Building D and the recently opened East Campus Parking Structure, our new facility for Career and Technical Programs will be well worth the inconvenience that comes with a major construction project such as this.

- Pending Board of Trustees approval, Phase 1 construction is scheduled to start at our Learning and Career Center (LCC) in January 2015. This phase includes a more accessible and identifiable exterior main entry and lobby, better defined exterior signage, new plumbing infrastructure, and select security enhancements. Phase 2 work is currently in the design stage and will accommodate newly defined programs tailored to that part of the district.
- The recently opened east addition to Building D has quickly become a popular destination. Students have taken very well to the new gathering areas on the first floor, which will soon be enhanced by a full-service Starbucks. Construction (pending Board approval) is scheduled to start over winter break for a late-February/early-March opening. Additionally, casual seating will be added in the two new connecting bridges from this facility to Building H and the East Campus Parking Structure to create space for light study and socializing.
- Canning Center construction documents are 75% complete. The schedule remains intact, with work starting in July 2015 and completion prior to fall semester 2017. Related infrastructure work will start as early as April 2015 in the area between Buildings A and B. This area will be screened with aesthetically appropriate graphics to separate it physically and visually from the 2015 graduation site, which will be held in the same location as last year (directly south of Building M).
- Facilities Management has embarked on programming and preliminary conceptual plans for Buildings F and M. The intent of these efforts is to better identify probable costs associated with each project in relationship to future needs and available funding. These studies will both conclude at the end of March 2015 so the College can best determine next steps. Steering committees have already been formed and work will get underway, in earnest, immediately following the winter break.
- Preliminary design is underway for our new Outdoor Amphitheater and Pedestrian Mall Project. A steering committee has been formed and options will be developed in early 2015. The project is scheduled to coincide with Phase 2 of the Building D project and be completed by April 2016.
- Once Building D is vacated later this month, any furniture, fixtures and equipment that cannot be repurposed for other college projects will be auctioned in January 2015. Immediately thereafter, Power Construction will begin construction in all areas except where Access and Disability Services currently resides. That department will relocate to Building I in late-January 2015.
- Physical Plant continues to make significant progress on backlog. Several important current infrastructure initiatives include building automation systems (BAS), critical systems back-up and redundancy, energy management, sustainability, winter work (snow removal and de-icing) and general preventative maintenance. Facilities Management is managing completion of 133 other active projects of various size, scope, and complexity (excluding routine maintenance, repair and service work.)

### ***Information Technology***

- Members of the Information Technology/Technical Services team provided technology support for the Illinois Council of Community College Administrators (ICCCA) annual conference held in Schaumburg. This three-day event included numerous presentations and meetings attended by community college administrators from throughout the state.

- A Business Continuity tabletop exercise for the Banner Student System was conducted in November. The exercise tested the notification systems and response of those that would be required to provide support if the Banner Student System was not fully functioning. During the exercise, the Harper Information Technology Banner support team reviewed the steps that would be necessary to check the performance health of the Banner system and discussed possible resolutions.
- Over the Thanksgiving break, members of the Information Technology/Technical Services team completed several major projects during the time the campus was closed. A major upgrade to Harper's Internet infrastructure was deployed. This upgrade included several new state of the art firewall systems and introduced an 80-fold increase in Internet throughput. The upgrade provides additional malware and virus blocking before Internet traffic comes into the network and allows Internet usage tracking by user, machine, and network segment, which provides improved monitoring and support. In addition, the networks and servers team upgraded 130 servers with current software and security patches.
- Cisco announced end-of-life for support of the version of software and the hardware switch that runs the Harper telephone system. Support for the software and hardware will only be available until July 2015. In preparation for this change, the Telecom department upgraded the telephone system software and connecting systems over Thanksgiving Break. This included Emergency Responder, the software used by the Harper College Police Department to broadcast safety information over the telephone system, voice mail, the main switchboard software, and the call center software. This upgrade also required an upgrade to the software on all telephone devices across campus. These efforts involved dozens of people testing and validating these new systems, new software, and upgrades both on and off campus throughout the Thanksgiving weekend in order to ensure that all networks and systems were fully operational when staff and students returned to campus on December 1.

### ***Harper College Police Department***

- Atif Bukhari graduated from the police academy in September and is currently completing his field training. He joined Harper as a Community Service Officer in March 2013 and is now beginning his career as a Harper College Police Officer. The Pinning Ceremony for Atif will be at the December Board Meeting.

### ***Advancement***

- The Educational Foundation added a new member to their Board of Directors - Bill Provan. Bill is the Group Senior Vice President at American Charter Bank in Schaumburg, where he is responsible for providing commercial lending and treasury management solutions to middle market companies in the greater Chicago area.
- Fabricators and Manufacturers Association (FMA) has agreed to partner with Harper College with a \$500,000 sponsorship to the manufacturing program and the Harper College Promise Program. FMA has provided grant funding to Harper in the past—in support of the youth manufacturing program offered via InZone. That relationship led to further discussion and growth of the partnership—to a \$500,000 gift that will support Harper's manufacturing and Promise programs.

- The Glenn A. Reich Faculty Award for Instructional Technology Award was presented to Mariano Tovey Arellano.
  - Inspired by a Harper workshop he attended in Oct. 2013, Mariano adopted a “flipped classroom” by creating 300 videos using Microsoft OneNote, Camtasia Studio, and Adobe Flash. He has integrated all of this technology into his courses and generously shares them with other faculty. Mariano has been an invaluable resource, demonstrating how he makes videos, shares these and other resources including how he organizes his work on a monthly basis.
  - In the flipped model, students use in-class time to do the work of the discipline—in the case of mathematics, to solve problems—in a structured atmosphere and with the support of their peers and instructor. Since students’ out of class work in the flipped classroom model involves watching videos, it is important to make sure that students complete their work and are accountable for doing so.
  - In the Flipped Integrative User Group, he has been an invaluable resource, demonstrating how he makes videos, how he shares them.
- The Foundation recognized and celebrated members of the Harper Heritage Society in December. The Harper Heritage Society is a giving club that honors donors who have made provisions for Harper College in their estate plans. The Foundation is aware of 35 planned gifts that designate the Harper College Educational Foundation as a beneficiary. These 35 gifts are valued at more than 7.5 million dollars. Of these gifts, 31 individuals or families have elected to become members of the Harper Heritage Society and be publicly recognized for their gifts. Three new members, Henrietta Neeley, a Harper retiree, Jeanne Pankarin, also a Harper retiree and Dr. Robin Turpin, a Harper Alumna and Foundation Board member were welcomed to the society at the luncheon. Guests at the event enjoyed lunch, met two Foundation scholarship recipients, and attended the Harper College Festival Chorus concert. A Christmas ornament created by a Harper College fashion design student and purchased from Harper College’s Studio V was gifted to all attendees.

### ***Planning and Institutional Effectiveness***

- The fourth Strategic Planning Dialogue Session on Student Engagement was attended by more than 100 staff and faculty in early December. This session included a keynote from Dr. Kay McClenney, Senior Associate at the Center for Community College Student Engagement, who shared student perspectives on the personal and educational impact of engaging with faculty. Following the keynote, a panel of Harper College faculty discussed strategies and approaches for engaging students in the learning environment.
- The Strategic Planning and Accountability Committee has gathered campus feedback on the new mission statement and is making a recommendation on a final statement to the policy council during the month of December.
- The Strategic Planning and Accountability Committee, in collaboration with Planning and Institutional Effectiveness, reviewed institutional feedback on the draft SWOT analysis. An updated draft has been finalized and the SWOT document will be ready for campus distribution in January.

## **Workforce and Strategic Alliances**

- The fall Fast Track graduation celebration was held at the Harper Professional Center. More than 100 graduates, family members and friends attended; 97 credentials were conferred. Students earned 21 associate degrees and the remaining were certificates.
- The Job Placement Resource Center (JPRC) continues their outreach to students. In early December, the JPRC provided a Resume Review Workshop to Fast Track students, which was very well received.
- Harper hosted the Northern Illinois Workforce Coalition meeting of area community colleges and workforce board professionals. The group continues discussions around the implications of the new Workforce Innovation and Opportunity Act which replaces the Workforce Investment Act.
- Harper has been awarded a grant to assist ICCB and DCEO in the development of a statewide Education and Workforce Strategic Plan.

## **Communications, Community and Legislative Relations**

- On November 21, Harper hosted our second school tour of the year. We welcomed 55 students/chaperones from Carpentersville Junior High. The students participated in informational activities with the Simulation Hospital, Manufacturing, the Performing Arts Center and Athletics. We wrapped up the day by providing lunch in the cafeteria. On December 12, we hosted 50 students/chaperones from Sundling Junior High in Palatine. Their activities included the Simulation Hospital, Architecture, Theatre and Athletics.
- On December 5 and 12, we hosted a total of 190 students (3<sup>rd</sup> – 5<sup>th</sup> grades) from District 59's gifted program. The students worked with science faculty to learn about climate change. The students will return to campus in February to present their projects to a panel of judges. We also participated in District 59's Family Night at Grove Middle School. Five elementary schools and one junior high participated. Maria Moten discussed Admissions, Financial Aid and overall college preparedness with Hispanic families.
- We have completed pairing Harper administrators with 30 elementary and middle schools for the School Ambassador program. In these schools, 50% or more of their students qualify for free or reduced lunch. The initial meetings between the principals and Harper Ambassadors will be taking place in December and January.
- Harper was the event sponsor for the Palatine Chamber of Commerce Awards and Installation Dinner on December 3. Maria Coons was the keynote speaker for the event. We were also a "Gumdrop" Sponsor for the WINGS Sweet Home Chicago fundraising event in Chicago on December 14. Four staff members attended the family friendly event along with their children/grandchildren.
- Recent news articles about Harper include:
  - *Inside Higher Ed* reporter Paul Fain looked at the "particularly dire" funding outlook for public colleges in Illinois and Maryland. Fain looked at how the declining state spending has affected Harper, and how the College continues to fund new programs and close the skills gap despite budget woes.

- *The Daily Herald* and *TribLocal* noted Dr. Ender's attendance at the White House College Opportunity Summit with the superintendents of Districts 211, 214 and 220 and the executive director of NECSS.
- *The Barrington Courier-Review* wrote about District 211 Superintendent Brian Harris' role in the group's trip to D.C. Harris primarily discussed the district's ongoing collaboration with Harper.
- *The Daily Herald* ran an article about the annual Latino Summit.
- The *Daily Herald* editorial board criticized Oakton Community College's move to dismiss all retired adjunct faculty from teaching after being issued a \$150,000 fine for violating a state law limiting how much those retirees can earn. The editorial suggested Oakton look for middle ground the way Harper did when it ended new hiring of retirees but allowed current retired instructors to continue.
- The *Daily Herald* editorial board also featured Harper in an editorial applauding the College and the College of Lake County for putting the smoking ban in place ahead of the state law.
- The ICCTA sent out to its listserv the recent *Wall Street Journal* article about graduates of four-year institutions enhancing their resumes with community college certificates. Reporter Caroline Porter spoke with recent Harper alum Matt Hudson about his path.
- *Daily Herald* reporter Katlyn Smith wrote a front-page article about declining enrollment across community colleges. She said the College is working to align high school and college curriculum, and that more than 3,000 high school students are taking dual and concurrent credit courses through Harper.

So, we are closing our fall term as the lunar calendar for 2014 also comes to an end. We begin fresh again in January. It shall be a very important beginning. We will define our future with a new mission statement. At our opening All Campus Meeting with the President, we will define the accomplishments of our last five-and-a-half years together and set the stage for the beginning of the next four. We will officially open the new Career and Technical Education Center. We will kick off the Promise Program campaign. We will continue to work in the context of the world as we have known it and shape our world as it will become. It is the most fascinating of times. I'm honored to be on this journey with the folks at Harper College.

Happy Holidays!

*Ken*