

## **President's Report**

**January 2019**

We begin this New Year with very heavy hearts as we absorb the loss of Professor Craig Stettner from the Biology Department. Craig was an excellent and well-liked faculty member, admired by students and faculty alike. His accidental drowning in Costa Rico was tragic news for all. We shared a moment of silence for him at the spring All Campus meeting and it was a very solemn moment indeed. We pray for him and his family.

Despite the gravity of the moment, the spring All Campus meeting was also a time of celebration. We reflected on the accomplishments that our students, faculty and staff have achieved over the past ten years. Almost everyone in the Performing Arts Center recalled at least one leadership activity they participated in that led to the College's overall success. It was certainly a wonderful sight as colleagues stood to be recognized for the leadership they provided. There is so much to be proud of!

The spring semester sees us again lagging in enrollment. It is interesting to note the difference in enrollment between our online courses and our face-to-face courses. Since 2015, we have seen an increase in online enrollment of 850 students (seats) and in the same period a decrease of 2,000 students (seats) in our face-to-face classes. Much of the opportunity we are exploring with corporate partners focuses on offering our programs and courses online. Later in this report, when my Presidential Priorities are reviewed, you will note some of the activities we are undertaking to improve online offerings. This is certainly money and time well spent, and consistent with the published articles I recently shared regarding the future of higher education and the increased need for adults to continue to learn over a lifetime, rather than for short periods of time.

Despite the holiday closure of the College, much has been accomplished over the past month as is noted below.

### ***Student Success***

- As the fall 2018 semester concluded, final Early Alert numbers indicated an increase in the usage of the Starfish system that supports this early intervention student success initiative. As compared to fall 2017, there has been a 21% increase in the number of students who were included in Early Alert Surveys and an overall 3% increase in the number of faculty and staff raising a flag of concern, a referral to an academic support center or supporting students by way of sending a 'kudo' for positive reinforcement.

- The Women's Program advisors visited WINGS Rolling Meadows Safe House on Wednesday, December 19, to meet with staff and further strengthen the relationship between these programs. The advisors provided information about the support available throughout Harper College for clients served by WINGS as well as specifics about how the Women's Program is uniquely tailored to serve the needs of this population.
- The Center for Student Involvement and the Center for New Students partnered to provide advisors and counselors in Student Development with a supply of granola bars and snacks advertising Hawks Care, which provides free food, school supplies and other resources for students in need.
- Dr. Kris Hoffhines, Associate Dean of Student Development, earned the Promising Community College Leader award from Ferris State University at her doctoral graduation.

### ***Facilities Management***

- Harper is a participant in the NRG Energy Demand Response Program, agreeing to reduce our electrical load during peak events. We had no peak events in 2018; however, we did participate in an electric curtailment test. Our participation resulted in a total payment to the College of \$7,992.25.
- The Building D Mass Communication Lab and Math Classroom Build-out are 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 in February 2019.
- The scope of work for the remodeling of Building A Room 364 Academic Advising includes minor remodeling to accommodate the space needs for the Student Development Division. Construction is underway and scheduled to be completed in February 2019.
- The scope of work for 2018 Winter Projects includes Building H Project Room and Entrepreneurship Center remodeling, Building L artwork display lighting, Building Y Data Center temporary air conditioning power tie-in to fire suppression system, Room X264 lighting modifications, and Building Y Online Testing Lab remodeling and electrical lab improvements. Construction is underway and scheduled to be completed in March 2019.
- The scope of work for the Utility Sub-Metering Project Phase I includes installation of a domestic water booster pump at Building D and utility metering devices in Buildings L, R, and Z. Construction is underway and scheduled to be completed in March 2019.
- The scope of work for the Avanté Chiller Project includes rebuilding two chillers serving Buildings X, Y, and Z. Construction is scheduled to start in late January 2019 and be completed in March 2019.
- The scope of work for Building R, Fly Tower Roofing, includes the replacement of the roofing system and the installation rigging for window washing equipment. Construction is underway for the rigging. The roofing work is scheduled for spring 2019, weather permitting.

## ***Information Technology***

- Significant effort updating and preparing podiums, computers and other technologies in classrooms throughout campus took place in anticipation of the start of the spring semester. This included updates to desktop operating systems, software updates, and desktop management system upgrades. Preventative maintenance activities also took place to ensure classroom technologies such as projectors, computers, and document cameras, were maintained and ready for classes.
- The Student Systems team continued to implement enhancements to the Ellucian Portal as part of the Phase II project. During the month of January, LMS (Blackboard) Single Sign On (SSO) with the Student Portal was completed. Several student systems received major updates during the month of December. AccuPlacer, the ESL placement testing software, was updated to a newer version, which provides additional features and security enhancements. The interface between the Banner student system and 25Live, the classroom scheduling system, was updated. The update was required to provide new features and to resolve bugs. The most recent Financial Aid patch provided by Ellucian was applied to the Banner Financial Aid module. This patch resolved defects that were related to regulatory updates. Degree Works was updated to include curriculum changes and the new cohort code was added to Banner for the ALEKS math placement testing software.
- A large number of upgrades and modifications to the infrastructure took place in the month of January to prepare for the spring semester. 185 patches and upgrades were installed to keep the network operating systems current.

## ***Advancement***

- On December 13, Harper Alumni partnered with Advocate Good Shepherd Hospital to host Stand Up and Be Counted alumni event. The program recognizes Harper College alumni in the workplace and celebrates employers throughout the community who have hired Harper College alumni as employees. Twenty-three alumni employed by Good Shepherd attended the event along with representatives from Harper College, Good Shepherd and the co-chairperson of the Harper Alumni Committee. Guests enjoyed lunch, networked and heard updates from Harper College leaders Drs. Judy Marwick and Kim Chavis as well as an alumni update from Jim Meier, Co-Chairperson of the Harper College Alumni Committee.
- On December 19, five Foundation Board and Committee Members along with two members of the Schaumburg/Hoffman Estates Rotary interviewed 16 students for the ACE (Advancing Community Economics) Grant. This grant is from Rotary International Foundation, and Schaumburg/Hoffman Estates Rotary is a partner in the grant. The grant is for \$72,000 in tuition and fees. It supports adult students (24 and older) that are enrolled in a program that will lead to employment directly after finishing Harper with an improvement in income. Many interviewees were taking Adult Educational Development courses or students not enrolled at Harper, and they were interested in certificates in: phlebotomy, early childhood, supply chain management, community health worker, CNA and HVAC. Current Harper students were enrolled in: electronics, CPA prep, nursing, accounting, supply chain, medical coding, sonography, HVAC and manufacturing.
- The HOPE Giving Circle hosted its winter event, "Be Well in 2019," on January 10. The event, held in the new Foglia Health and Recreation Center, was attended by more than 40 guests and focused on strategies related to wellness, healthy living and stress reduction. Guests heard

updates from HOPE scholarship recipients in advance of the main program, which featured wellness expert Kate Halma of Motivate with Kate.

- Brett Fulkerson-Smith was honored as the recipient of the Glenn Reich Memorial Faculty Award for Instructional Technology for his innovative work in using technology in his philosophy courses. The Glenn Reich Memorial Faculty Award was established in 1999 through a generous gift made by Lori Reich in memory of her late husband, Glenn Reich, former Director of User Services at Harper. Glenn believed every academic discipline should expose students to technology and assist them to become more comfortable with it. This award is devoted to realizing and carrying forward that vision. Twenty faculty members have received this award since its inception.

### **Grants**

- In December 2018, the College was awarded a grant of \$22,040 from the Illinois Board of Higher Education's FY19 Nursing School Grant Program. The grant is designed to facilitate student transition from an Associate Degree in Nursing (ADN) at Harper to a BSN or RN-BSN at a four-year institution.

### **Marketing Services**

- **Ensuring Website Accessibility:** To help assure accessibility for all visitors to the College website, Harper uses a tool called SiteImprove on its web pages. This checks for accessibility issues, SEO (search engine optimization), content quality and brand compliance. SiteImprove gives the College a rating that we can use to monitor our accessibility on an ongoing basis. Currently, the College is at a 97.3/100 accessibility rating, which is our all-time high. The industry benchmark is approximately 70/100.
- In honor of Dr. Ender, a special [website](#) has been created to celebrate the accomplishments of the college during his 10-year tenure. It will offer everyone an opportunity to donate to the Promise Scholarship Program as well as leave a thank you note or memory for Dr. Ender.



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

- The 2018-2019 Fact Book has been released. The Fact Book is a one-stop resource designed to provide the answer to commonly asked questions about Harper College and the Harper district.

## ***Promise***

- The Harper Promise Scholarship Program is excited to welcome two more early high school graduates to Harper this spring semester! This brings the total number of Harper students who are Promise Scholars to three. We are expecting our first full cohort of scholars in the fall.

## ***Workforce Solutions***

- Fast Track is offering a new Entrepreneurship Certificate in spring 2019 in collaboration with the Business/Social Science Division and the Harper Foundation. Students in this nine-month program will learn to create a business canvas, pitch their idea, and run their business. Students also can compete for funding through the Educational Foundation's Dream Big- Angel Grant. Through this program, students can take advantage of the new MakerSpace and Innovation Center to grow their business with support from our Small Business Development Center, faculty, advisors and community makers. The certificate is "stackable" within the Associate in Applied Science-Business Administration degree.
- Sarah Baranek Nogala, MA, the Assistant Coordinator at the Harper College (Chicago; Northern) region of the Illinois rider-training program presented at IDOT's eighth Annual Motorcycle Safety Winter Conference December 12-13 on the topic of "Psychology of Behavior and Motivation." The audience of 150 people from around the State included instructors, staff from the three regional centers and IDOT administrators. The presentation included several subtopics such as the components of what motivates behavior, the psychology of drive, the biases that block success, the most powerful motivators and how to increase them in others and ourselves.
- Dr. Rebecca Lake, Dean of Workforce and Economic Development, was selected as one of five individuals representing Illinois in the State Apprenticeship Expansion (SEA) innovation cohort. Last month, six states were selected to serve on this new federal cohort of the SEA; these states were Connecticut, Florida, Illinois, Massachusetts, Mississippi, and Texas. Participation in the SAE cohort focuses on Partnering with the Workforce System to Build a Pipeline of Apprentices Cohort. The cohort process brings states and partners together to hear from experts, learn from each other, expand their networks, and collaborate to create customized solutions for systemic issues facing states as they work to expand the use of apprenticeship as a work-based learning solution. The cohort is designed to help teams take their apprenticeship expansion efforts to the next level.

## ***Diversity and Inclusion***

- The Office of Diversity and Inclusion has welcomed its first intern. Emily Masghati, a Ph.D. Candidate in History from the University of Chicago, will work on projects that support the office including newsletter development and assessment.
- The applications for the Diverse Faculty Fellows program are currently being accepted for the 2019-2020 cohort until January 15. The Diverse Faculty Fellow Program at Harper is a paid fellowship that provides a unique opportunity for individuals to gain valuable teaching experience

at a community college. The fellowship program was designed specifically to assist the College and community college academia in general, by providing experiential opportunities for potential future faculty members. The Diverse Faculty Fellow Program is an important part of the College's focus on diversity and inclusion, which seeks to better reflect the increasing diversity of its student body and surrounding community.

### Community Relations

- As part of Community Relation's Celebration of Giving, faculty and staff were encouraged to bring a new toy to the holiday party in December. Thanks to everyone's generosity, we were able to donate toys to Salt Creek and John Jay Elementary School. This is the fourth year that Harper has participated in the Celebration of Giving. The program gives families in need the opportunity to select a toy for the holidays. Thank you to everyone that donated and volunteered to help make this year's Celebration of Giving a huge success!



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We are so grateful for the generosity of Ss and staff at Harper College for their donation of toys for our families in need this holiday season. Community partnerships like the one between @ccsd59 and @HarperCollege are powerful!



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### Legislative Affairs

- State: Illinois lawmakers returned January 7- 8 for the lame duck session, approving bills to fire the entire Illinois Tollway Authority Board of Directors amid ethics concerns, as well as increase the salaries of incoming state department heads – a move aimed at attracting better talent. The 101st General Assembly was seated January 9 with several new faces representing portions of Harper's district including Ann Gillespie (D-27 State Senate District), Mary Edly-Allen (D-51 State House District), Mark Walker (D-53 State House District) and Daniel Didech (D-59 State House District). According to area reports, both the Democrats' 77-44 control of the House and 40-19 control of the Senate are at or near record percentages. Governor-elect J.B. Pritzker is scheduled

to be inaugurated January 14. His top priorities are a revamped income tax structure, a capital construction plan, legalized marijuana as a new revenue stream and a boost in the minimum wage. Joining his administration is former Representative David Harris of Arlington Heights, who recently took a job heading the Department of Revenue.

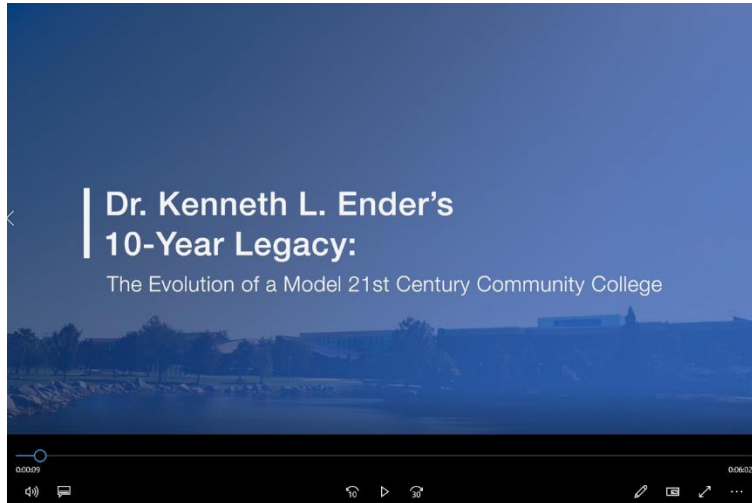
- Federal: The 116th Congress officially convened January 3. Democrats now control the U.S. House of Representatives, while Republicans continue to hold their majority in the U.S. Senate. Among the freshmen lawmakers is U.S. Representative Sean Casten (D-6 Congressional District), an entrepreneur who has long advocated for clean energy policies and technologies.

### **Media Relations**

- The sad news of beloved biology professor Craig Stettner's sudden passing was widely reported by Chicago-area media. The *Journal and Topics* and *Daily Herald* wrote nice articles highlighting the widespread and profound impact he had. The news also appeared on *WGN*, *FOX 32*, *Patch*, *ABC 7*, *NBC 5*, *WBBM 780*, a local Costa Rican newspaper and the ICCTA listserv.
- The *Chronicle of Higher Education* took a thorough look at the work some colleges including Harper are doing to step up professional development for adjunct faculty. The main article outlines efforts guided by the Academy for Teaching Excellence to better support and empower adjuncts, while a shorter sidebar highlights the related Delphi Award.
- *Working Nation* ran an article about alternatives for students who want to learn work-ready skills and secure a better first job without saddling themselves with debt. It highlighted Harper's apprenticeship partnership with Zurich North America as one example of an alternative path.
- *Psychology Today* ran an article about the skills gap and how apprenticeships such as the program Harper has with insurance provider Aon can help provide skilled workers and grow the economy.
- The *Daily Herald* ran an item about the art exhibition Harper is holding on comic artist Will Eisner.
- The *Daily Herald* ran an article on the Sounding Board, its new advisory panel of suburban readers and experts.
- A *Journal and Topics* year in review article mentioned how voters "overwhelmingly" supported the Harper referendum.
- The *Fabricator* magazine ran an article about scholarships awarded to people including industrial maintenance student Matthew LaLuzerne.
- *CIO Review* ran an article about attracting and training the next generation of cybersecurity professionals. It mentions Harper's apprenticeship program.

## ***Internal Communication***

- As Dr. Ender nears the completion of his 10-year tenure at Harper, we produced a video to honor his legacy entitled, “Dr. Kenneth L. Ender’s 10-Year Legacy: The Evolution of a Model 21st Century Community College”. <https://youtu.be/HsNyLskkdsg>



The video features reflections from current and previous Harper College trustees, business partners, employees and more. This video debuted at the 2019 Spring All Campus Meeting and will be available on the special website that celebrates the accomplishments of the College during Dr. Ender’s tenure.

## ***Crisis Communications***

- The Communications Office hosted a meeting with district high school Public Information Officers from Districts 211, 214, and 220 to build relationships and provide opportunities for sharing ideas related to crisis communications.
- The Crisis Communications Team held a tabletop drill to test its crisis communications plan and related alert systems based around two emergency scenarios. These drills will be conducted once per semester to ensure that plans and systems are up-to-date.

## **President’s Priorities Update**

### **1. Advocates for Students and Educational Plan**

- Enhancements were made to streamline the process used to assign students to advisors. The number of special considerations has been reduced by half and we have made transitions to assure that students will be assigned to an advisor who will follow them ‘from start to finish.’
- An academic advisor summary report was created for Student Development leadership. The report provides detailed information on students assigned to each academic advisor. Some of the included metrics are caseload size, percent registered in the current and/or



future terms, percent who have an electronic educational plan created and the percent of students seen for advising appointments during a given semester.

- More than 700 students who had enrolled in a fall 2018 Start Smart course met with an academic advisor and had a personalized, electronic educational plan created.

## **2. First Year Seminar**

- The Start Smart Requirement Recommendation has passed through the Student Success Policy Council and is posted on the Harper Internal Portal for feedback.

## **3. Buildings F, M and Canning Center**

- **Building F Renovations** – The renovations are complete.
- **Building M Renovations and Addition** – The project is substantially complete.
- **Canning Center** – Appropriation of the funding for the Canning Center project was approved by the State of Illinois. The Capital Development Board (CDB) requested authorization to proceed with the required Inter-Governmental Agreement (IGA) that would allow the College to proceed with the review of the plans and budget prior to the funds being released.

## **4. Promise Program Funding**

- The current balance for the Promise funds raised/contributed is \$17,486,734.85 with 722 donors.

## **5. Improve Distance Education Offerings**

- Identify opportunities to increase summer online offerings by December 2018.
  - All fall 2017, spring 2018, and fall 2018 applicants who applied but did not enroll have been included as part of a Marketing campaign that promotes spring semester online course opportunities.
  - To date, an additional 22 distance format sections have been added to the summer 2019 schedule. This includes 12 sections of 11 courses that are part of a targeted marketing campaign to potential reverse transfer and current students.
  - FYS101 – Focus on College Learning will be offered in online and blended formats during the summer 2019 semester. Outreach with each high school district is being planned to raise awareness of this opportunity among recent high school graduates. This course is particularly relevant for students who are interested in working during the summer to retest in ALEKS in order to place into higher-level developmental or college-level math.
- Continue to implement the course design review process for 15% of total online course sections by June 2019.
  - The Distance Course Design Review (CDR) process is ongoing for the 2018-19 Academic Year. Twenty-two courses (71 sections) are being reviewed this year, which will constitute approximately 16% of distance format sections. These

courses include the remaining 0-15 courses and AAS in Business Administration courses that have not yet been reviewed.

- Train at least 20 new online instructors by June 2019.
  - To date, 18 new online instructors have been trained. In addition, nine instructors are currently signed up for training during the spring semester.

In closing, I have a few additional thoughts. Over the next several days, the Board and College will have the opportunity to meet with the presidential candidates. At the All Campus meeting, I urged the campus community to invest themselves heavily in this process by attending interview sessions and open forums. I also encouraged our colleagues to show the candidates the best of Harper College. It is important to remember that the process is a two-sided affair. The College and the candidates are trying to determine whether a “good fit” seems likely from this new pairing. These candidates are seasoned and savvy. The Harper community is sophisticated and smart. I am confident that if each brings its authentic self to the process a good fit will emerge. We look forward to the naming of the new president in February.

I want to advise the Board that in February I will be leading the Harper delegation that will be attending the national Achieving the Dream conference; this is my last opportunity to do so as president of the College. The conference falls on the week of our Board of Trustees meeting, thus, I will attend the meeting by phone. This was discussed with the Board Chair.

Welcome to the spring semester! It will be a lively one indeed.

Best,

*Ken*