



June 2023

Dear Harper College Community:

As I wrote to you a few weeks ago, change is inevitable, but with it comes opportunities for new ideas and ways of serving our students and transforming the way we do our work. Additionally, change helps us build resilience for our future. It also provides chances for current employees to step into leadership roles and for new leaders to join our team and bring their fresh perspective to the mix. I am excited for what the future holds for a strengthened student success agenda, especially as our new Provost Dr. Ruth Williams joins Harper in July.

Our enrollment for summer continues to be strong and we are hopeful that the fall semester will also see us continue this positive trend. Our enrollment services and marketing teams are working hard to help prospective students *Find It\** at Harper College. A large part of healthy enrollment is having a plan for recruitment and retention of students; It's great that our new strategic enrollment management plan addresses both and is guiding our work to strengthen processes and employ innovative strategies to reach new and existing enrollment markets. Our plan has five primary strategy recommendations:

1. Expand dual credit student transition to Harper.
2. Reinforce First Year/Start Smart seminar compliance.
3. Socialize the four-connections approach to faculty-student engagement to increase retention.
4. Create experiences that change enrollment patterns and behavior, (i.e., Enrollment Day).
5. Develop a microhub strategy to grow international student enrollment.

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Over time, these strategies will support sustainable practices to prepare for current and future students.

In addition to enrollment, I am proud to report that we have been recognized by the Illinois Community College Trustees Association (ICCTA) with the 2023 Equity and Diversity Award. I attended the ceremony along with Board Chair Bill Kelley and VP of DEI Dr. Tamara Johnson. This award recognizes exemplary commitment by an Illinois public community college board of trustees and its chief executive officer to achieve diversity, equity and inclusion in the college's education programs. Chair Kelley was also recognized with the President's Award for his long-standing dedication to community colleges and support of ICCTA leadership, while Dr. Richard Johnson was honored as a nominee for the Outstanding Faculty Award. One example of our strengthened DEI work is a focus on racial equity work this past spring semester as recommended by our Achieving the Dream coaches. Coordinated by Dr. Tamara Johnson, Camille Williamson facilitated a three-part professional development series on racial equity for the President's Learning Council. Leaders learned about the cycles of socialization and liberation and considerations for advancing racial equity at Harper. These activities are firmly in line with our strategic plan and our student success agenda guided by our three pillars of equity: closing equity gaps, removing barriers, and executing focused solutions. I am hopeful that leaders are more empowered with the knowledge gained from these sessions to foster stronger student belonging and success and to bolster an institutional culture that is welcoming, supportive and affirms the identities of our students and employees from various backgrounds.

## Student Success

### *Advising*

- Advising Outreach for May through June 1, 2023
  - Advising Services (CNSO/Women's Program and Advising Services/OMD) served students with the following:
    - 2,059 Student appointments conducted.
    - 6,134 Received and supported student phone calls.
- Differentiated Care Communication Plan Updates
  - The collective advising team completed all 16 weeks of outreach/campaign objectives for spring 2023 at 100% compliance.
  - Welcome Week communication is currently underway for students that are starting the summer 2023 semester.
  - Our advising team is hard at work preparing for the upcoming fall 2023 semester, while also revamping elements of our communication plan to better support student retention, outcome goals with Developmental Education Reform Act (DERA) compliance and supporting completion and successful outcomes with our Integrated Postsecondary Education Data System (IPEDS) cohorts. The plan will become more immersive with higher touchpoints with students by collaborating with Harper Wellness, the University Transfer Center, and others to build a strong advising presence on campus.
- Advising Events
  - Our advising team and front desk student aides celebrated our graduates by sharing a congratulatory token of appreciation and treats during the week of commencement.
  - In May, members of the advising team were able to participate in the University of Illinois System visit with Harper. Advisors shared insight on how to strengthen the partnership with the UIC System and to provide greater collaboration to support students during the transfer process.

### *Career and Technical Programs (CTP)*

- Last month, ten culinary students and three faculty attended the National Restaurant Show at McCormick Place Convention Center in Chicago. The annual event is the largest food show in the country and this year hosted nearly 55,000 foodservice professionals. This reflects the growing interest and engagement in the event. As the premier global gathering, it stood as a testament to the industry's vitality, driving innovation and shaping the future of the culinary world. Students and faculty benefitted by seeing first-hand the industry's many business models, disciplines, trends, and possibilities.
- Events and activities from the Learning and Career Center (LCC) in Prospect Heights
  - The AARP Foundation's Tax-Aide program reported that their nearly 100 volunteers, certified through LCC-hosted trainings, filed 3,534 free tax returns throughout the region this tax season, with the LCC Tax-Aide location filing 72 returns representing \$86,927 in refunds to Harper students and community members.
  - The Kids Care childcare program, funded jointly by CCSD21's Family Learning Program and through Harper's strategic planning initiatives process, served 42 children onsite during the spring semester with enrichment activities including guitar classes, facilitating their parents' participation in concurrent adult education classes. Kids Care is running both morning and evening activities for the summer semester and will expand in the fall to eligible credit and noncredit students.
  - Wheeling High School completed a four-part Community Conversations series at LCC in May as part of a larger D214 effort to increase family engagement after pandemic declines.
  - LCC's now semi-annual Job Fair for Individuals with Disabilities was held early March in conjunction with North Suburban Cook County American Job Center partners including the Illinois Department of Rehabilitative Services as well as Harper Access and Disability Services.



- Also in May, the same organizers offered a special pro bono, mock job fair and interview event for D214's Life Program, allowing 100 youth with disabilities employability skills practice.
  - LCC will host a Prospect Heights Police Department hiring event in June and is supporting enrollment in its summer youth outreach program.
- CTP staff Omar Sanchez, Andrea Fiebig, and Jennifer Brennan presented the workshop Paths to College and Career: Innovative Collaboration to Address Equity and Expand Workforce Opportunities in May at the 2023 Workforce Innovation and Opportunity Act (WIOA) Summit in Peoria. The talk, with over 250 attendees, highlighted the program design and outcomes for the grant managed by their team of five (also including Cristina Willard with CPE and Martha Karavitis with CE). The two-year, \$520,000 grant through ICCB's Innovative Bridge and Transition Program is building new onramps for diverse adult learner populations with skills gaps who would otherwise not have access to more traditionally structured academics and workforce development resources.
  - During May 2023, the Fashion Design Department was visited by Dominican University as a "benchmark" for rebuilding their own fashion facilities. They said that the resources that Harper College and this department provide the students is the "talk of the town" among local four-year colleges.
    - Student success stories of recent graduates from the fashion studies department:
      - Erik Dibos came to Harper after spending his first quarter at Columbia College in Chicago. During his time at Harper, he spent a very inspirational semester studying abroad in Scotland. This experience inspired him to create his "Scottish Fairies" collection that he showcased during the Spring 2023 Annual Fashion Show – "Terra". He applied with his portfolio from Harper to Heriot-Watt University in Scotland. It is a very selective University with an exclusive design school in Galashiels. He was admitted as a junior in their fashion design baccalaureate program starting in fall 2023.
      - Julia Gawron came to Harper's fashion design program after the Illinois Institute of Art closed their doors forever. She is a proud mom of two girls and is prouder to have graduated with an AAS degree this spring. Originally from Poland, Julia brought in her unique point of view combined with an immaculate creative intuition. While enrolled in the program, she was interning with one of the faculty members, Andrea Reynders, to learn more about different fabrications. Julia has now successfully launched her brand <https://juliagawronatelier.com/>.
      - Yazmeen Pablo graduated in spring of 2023 and has been accepted in an apprenticeship program in Florence, Italy. Yazmeen will be spending four weeks working as an apprentice to a leather maker to learn the skill of leather handbag making.

### *Enrollment Services*

- The One Stop processed 10,494 inbound contacts in May. We received 5,849 phone calls, 2,370 emails, 1,554 chats, and 721 in-person visits.
- The One Stop conducted call campaigns, including summer PELL and IPEDS follow-up. We made 1,051 calls and reached 31% of students last month.

### *Interdisciplinary Programs*

- The Interdisciplinary Programs Office hosted the 43rd Academic Honors Convocation last month. Over 250 attendees witnessed 61 students being honored for their academic achievements and faculty members receiving prominent awards for their service and dedication to students.
- The Interdisciplinary Programs Office, in partnership with the Academy for Teaching Excellence, conducted a professional development session in May for First Year Seminar faculty that covered topics including



developing Essential Skills and continuing the 4 Connections strategies to provide equitable teaching practices.

### *Student Affairs*

- Harper Wellness
  - Harper Wellness and Counseling Services provided mental health resource tables for students before and during finals in May in various locations on campus. Students were provided with mental health resources, snacks, and information to better assist them during high stress times. Over 250+ were served at these resource tables.
  - Two different refueling stations were provided to students before and during finals to help assist them with their physical wellness and to help them better prepare and concentrate for their finals. Students could grab snacks and learn about what types of foods can help boost their memory and retention. Over 200+ students stopped by the refueling stations.
  - The Buddy System held their end-of-the-year social gathering where students could de-stress by painting canvas boards or magnets with one another, engage in fun socializing opportunities, and grab a bite to eat. Twenty-five students attended the painting event, which was led by the Buddy System peer leaders.

### *Student Success*

- Student Success and Marketing Services partnered to create marketing materials to encourage new degree-seeking students who are onboarding this summer to engage in evidence-based strategies during their first year that dramatically increase graduation rates. Strategies include developing an academic plan with an advisor, completing gatekeeper English and math within their first year, and attempting and passing a minimum number of credit hours each semester.
- Student Success and One Stop partnered to strategically identify the group of students who impact official college graduation rates who are close to completion yet had not registered for either summer or fall semester. Of the 151 identified students, One Stop conducted a text and phone campaign in May to encourage summer enrollment. As of early June, 44 students (29%) registered for summer classes putting them a step closer to earning a credential by the end of summer.

## **Diversity, Equity and Inclusion**

- The Office of Diversity, Equity and Inclusion hosted a successful end-of-the-year celebration for our 50 Guiding Learners to Intentionally Develop Efficacy (GLIDE) mentees and mentors. The program included words from administrators, staff, and students. Each mentee received a certificate of completion, and each mentor received a certificate of appreciation.
- Congratulations is extended to Dr. Brittany Barber, Manager of the Cultural Center, who completed her Ph.D. in Education Administration and Foundations at Illinois State University in May 2023 and Dr. Sean Warren Crouch, who completed his Ph.D. in Higher Education from Notre Dame of Maryland University at the end of April 2023. We are very proud of our new doctors!
- Harper was well represented at the National Conference on Race and Ethnicity (NCORE), with 23 faculty and staff members attending. Dr. Tamara Johnson facilitated a session with Karega Cooper (DREAM), April Maman (LAND), and Sean Warren-Crouch (SAFE), titled "Advancing DEI on College Campuses: The Role of Employee Resource Groups." Dr. Johnson also presented a session titled, "Self-reflection: Preparing for Leadership Roles in DEI." Dr. Markenya Williams, Assistant Professor and JEDI Fellow presented, "Don't Forget to BREATHE (Boundaries, Reflect, Evaluate, Acknowledge, Thankfulness, Heal and Energize)." All three of Harper's sessions were well attended, with standing room only!



## Finance and Administrative Services

### *Facilities Management*

- The scope of work for the Canning Center will include new facilities for the Campus Life/One Stop Admissions Center (Student Center) to provide one location for student services and related functions, facilities to support the hospitality program, and the University Center. The design development was approved by the Board of Trustees in May. The construction documents are underway, and the project is scheduled to be released for bidding in March 2024.
- The scope of work for the Business and Social Sciences Center (Buildings I and J) will include replacement of the existing facilities for the business programs, social science programs, select career and technical programs, and additional programs such as Fast Track, Child Care Center, Regional Entrepreneurship and Innovation Center, the Small Business Development Center, and the drone program. The program analysis phase is complete and is scheduled to be presented to the Board of Trustees in June for approval.
- The scope of work for the Hawk's Care project will be the remodeling of room D202 in Building D to support the Hawk's Care program. The renovations will include a reception area, offices, pantry, and kitchenette area. Construction is substantially complete.

### *Human Resources*

- After a long hiatus, a compressed summer hours schedule has been implemented on campus. Most offices are working a compressed work week. We are still providing five days of coverage for employees, students, and the community. The summer schedule will run through the first week of August.
- The Human Resources Office has completed another series of Supervising the Harper Way. Sessions included information from Human Resources, Finance, Marketing, and Communications. During this round, we recorded the sessions for any time use and will be housed on the Professional Development page.
- The Human Resources Office hosted the Northern Illinois Human Resources group this month. Over 50 attendees from 11 different Illinois community colleges. Information regarding the upcoming changes at SURS, I-9 updates, employee wellness, contract negotiations and new Illinois laws were shared. It was great to have many experts in the room to share best practices.

### *Police Department*

- This month the Board of Trustees will issue a resolution recognizing Officers Melissa Harrah, Daniel Vargas, and Oscar Galarza who responded to the tragic events that unfolded during the annual Independence Day Parade in Highland Park, where seven innocent people were killed and 48 innocent people were injured. These officers received the coveted Highland Park Challenge Coin designed to recognize and honor the service of individuals assisting during this tragic time. They served honorably and with distinction as representatives of the Harper College Police Department.

### *Risk Management*

- Emergency Operations Centers (EOC) have been established in rooms W308 and X250 A/B. These will provide locations where the Harper leadership team can convene during times of crisis and mitigate hazards impacting the campus.

## Advancement, Marketing and Communications

### *Advancement*





- The Harper College Educational Foundation hosted its 34<sup>th</sup> Annual Golf Outing this month at the prestigious Inverness Golf Club. Guests enjoyed the special opportunity to putt with Dr. Proctor at the 18<sup>th</sup> hole. This event brought together 100 players from a variety of corporate and community partners and raised \$170,000.
- Alumni Relations will host “Alumni Night” at the Harper Outdoor Concert Series “Guitar Legacy” performance in July. Alumni are invited to visit the alumni tent, get a free alumni gift and enjoy an evening of music under the stars performed by alumni from Harper’s guitar program. For more information visit [harpercollege.edu/alumni](http://harpercollege.edu/alumni).
- The Alumni Relations program gifted the 700 graduates who attended the commencement ceremony with a custom coaster set featuring Harper campus photos. The coasters were created at Harper’s MakerSpace using recycled plastic from the Harper campus. A new graduate email will be sent to all graduates inviting them to get involved with the alumni program and utilize alumni resources.
- As of May 15, the Foundation has awarded nearly \$5.1 million in scholarships to over 1,500 students for the 2022-2023 academic year. Two new scholarships were established in the Foundation – the Sharon Z. Alter Endowed Scholarship and the InZone Summer Scholarship. This brings the total of new donor-sponsored scholarships created since July 1, 2020, to fifty.

#### *Community Relations*

- Community Relations has recently partnered with the All-Saints mobile food pantry. The pantry hosts monthly distribution events at multiple high-density apartment complexes in Palatine, Rolling Meadows, and Arlington Heights. The community relations team will host an information table every week at a different complex while the pantry distributes food to the residents. On average, 100 families are served each visit. Families are receiving information about Harper programs and services, including adult education, program information events, Harper’s dental clinic, college planning guides, viewbooks and community events such as outdoor movie nights and summer concerts. The team also serves as a point of contact for families and ensures follow-up from internal departments for any questions about specific programs.
- In May, Community Relations participated in the Rolling Meadows Community Day. The annual event hosted by the Rolling Meadows Police Department invites families to participate in fun activities and learn about community resources. More than 500 people attended this year’s event and learned about Harper programs and services including adult education, Harper’s dental hygiene clinic, upcoming community events and program information sessions. Resources such as the new adult viewbook, the high school viewbook and the college planning guide are also distributed to students and adults with questions about Harper and planning for college.


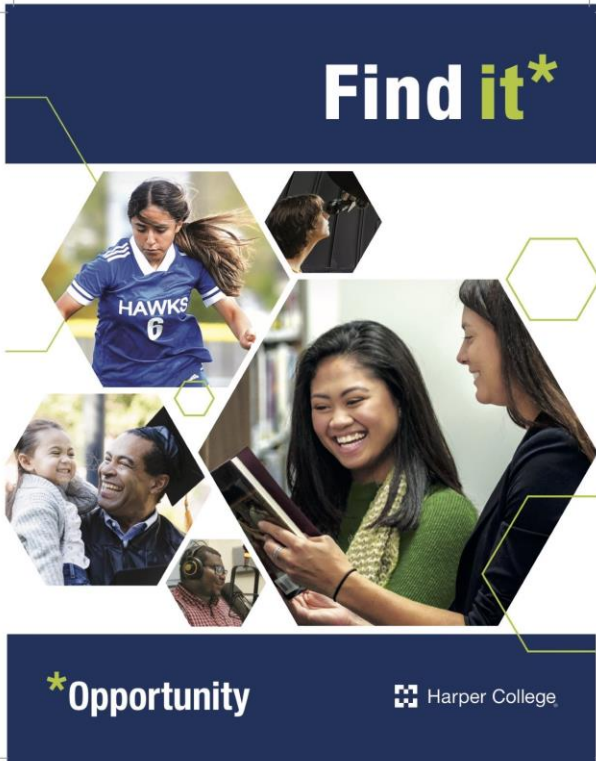
#### *Media Relations*

- Community College Daily, the Daily Herald and Journal & Topics newspapers published articles highlighting U.S. Rep. Raja Krishnamoorthi’s visit to Harper, during which he presented \$500,000 in federal funding to start a new aviation maintenance program.
- The Illinois Community College Board (ICCB) Newsletter included a photo of Rep. Krishnamoorthi’s visit and details about the funding for Harper’s new aviation maintenance program.
- The Daily Herald, Patch and other publications published stories about the Education and Work Center (EWC) in Hanover Park, detailing Harper’s involvement in the center and the success of EWC students.



- The Daily Herald and Patch ran pieces announcing Harper as the recipient of the Illinois Community College Trustees Association (ICCTA) Equity and Diversity Award for 2023. In addition to this award, William F. Kelley, Harper Board of Trustees chair, received the ICCTA's President's Award and Dr. Richard Johnson, Harper professor, was nominated for the Outstanding Full-Time Faculty Award.
- WGN TV, WGN radio and other media outlets reported on long-running Harper student, and Congressional Gold Medal recipient, Bernie Bluestein receiving an honorary degree at Harper's 2023 commencement ceremony.
- The Daily Herald, Journal & Topics newspapers and Patch ran pieces about Harper's summer concert series, including the full schedule of this annual event.
- The Daily Herald published a story about Alva Kreutzer, a member of Harper's Distinguished Alumni, being selected to serve as president of District 214's Board of Education.
- Broadway World reported on Harper alum John Craig being hired as operations manager for Chicago's Lifeline Theatre.
- The Daily Herald reported on Harper alum Jennifer Strang expanding the size and offerings of her restaurant, The Hideout in Schaumburg.

*Marketing Services*

 <p>Harper College</p> <p>THE HARPER COLLEGE DEPARTMENT OF MUSIC PRESENTS</p> <h1>SUMMER CONCERT SERIES</h1> <p><b>THURSDAY EVENINGS</b> <b>FREE OUTDOOR CONCERTS</b>  <b>JUNE 8-JULY 27</b>  <b>7:30 P.M.</b>    Drs. Kenneth and Catherine Ender    Outdoor Pavilion</p> <p>Euclid Ave. Entrance    Parking Lot 9 and 10</p> <p>All Summer Series Concerts are FREE and open to the public</p> <p>Scan for more information</p> <p>Individuals with disabilities who would like to request an accommodation or who have questions about program access may email <a href="mailto:ada@harpercollege.edu">ada@harpercollege.edu</a> or call 630/330-5555 at least two weeks in advance of the event date.</p> <p>Each concert is free and open to the public and begins at 7:30 p.m. in the Drs. Kenneth and Catherine Ender Outdoor Pavilion. No seating is provided. Concertgoers should feel free to bring their own lawn chairs, blankets, etc. In the event of inclement weather, concerts will be moved to the Performing Arts Center.</p> <p><a href="http://harpercollege.edu/arts">harpercollege.edu/arts</a></p>	 <p><b>Find it*</b></p> <p><b>*Opportunity</b></p> <p>Harper College</p>
<p>Harper's Music Department has put together another <a href="#">great summer concert series</a>. Marketing Services produced this poster to promote the series designed by student employee Pawnee Dela Cruz.</p>	<p>The recent all-district postcard promotes fall enrollment with details on dozens of information sessions, flexible scheduling, success support, career momentum, and opportunities to begin a bachelor's degree.</p>



## Legislative Affairs

- In May, Harper was notified that two of its three FY24 congressional spending requests, also known as earmarks, were moved forward in the process. Senator Tammy Duckworth included \$500,000 for a semiconductor and nanotechnology project for Harper, while Senator Dick Durbin included \$1,000,000 for technology and equipment for Harper's Emergency Services Training Center. A similar request for the Emergency Services Training Center was made to Rep. Mike Quigley but it did not move forward. Now the requests will await the passing of the federal budget by Congress.
- Governor Pritzker signed his fifth budget into law, which included a 7% increase in funding for higher education as well as \$100 million for MAP grants. Additionally, the budget reappropriated all of Harper's capital projects, most notably the Canning Center, as well as included \$636,000 for the Education and Work Center, the second year in a row we have received a double appropriation for the Center.

## Strategic Alliances and Innovation

### *Grants Office*

- In May, Harper, through its Innovation Accelerator, submitted a full proposal to the National Science Foundation as part of its Enabling Partnerships to Increase Innovation Capacity (EPIIC) grant program. Harper will be the lead institution for a cohort comprised of five community and technical colleges located in Kansas, Mississippi, and Indiana. Each cohort college will receive \$400,000 to achieve cohort and individual institutional goals related to implementing the Business & Industry Leadership Team (BILT) advisory council model, designing a Center for Partnership Engagement, and securing external funding to support ongoing efforts in emerging technology fields and regional innovation ecosystems.
- In June, Harper applied to the U.S. Department of Education's Developing Hispanic-Serving Institutions grant program requesting \$2,999,665 over five years. This program will focus on increasing graduation rates and decreasing stop-out rates for Latinx, Black, low-income, and other underserved students. This project, entitled Driving Student Success Through High-Impact Practices, includes establishing a centralized, holistic advocacy and resource center, scaling the Connected Advising Program, providing faculty and staff professional development opportunities related to culturally responsive pedagogies and practices, and implementing a comprehensive financial literacy program for students.

## Planning, Research and Institutional Effectiveness

- Throughout the month of May, the Office of Outcomes Assessment offered virtual drop-in sessions for those faculty who were asked to participate in the spring 2023 general education assessment of the outcome information literacy and critical thinking. Offering these sessions allowed faculty an opportunity to receive assistance with deploying an assessment into Blackboard or ask any questions they may have about completing the assessment. Currently, the artifacts are being collected and will be analyzed during the summer with results to be shared during the fall 2023 semester.
- Harper College participated in the Achieving the Dream (ATD) Kick-Off Conference for colleges new to the network to share information on using data to expose and address equity gaps in student outcomes. Matt McLaughlin, Associate Dean of Student Success Initiatives, and Darlene Schlenbecker, Vice President, Planning, Research and Institutional Effectiveness, presented Harper's data journey, the development of a data culture, and how sensemaking around equity is approached at Harper.



## Workforce Solutions (WS)

- SODICK Inc. from Schaumburg is a new employer partner for the CNC Apprenticeship program. They plan to hire apprentices for the fall 2023 semester.
- In May, 20 apprentices graduated, including our first cohorts of both the Nursing and Surgical Technician Apprenticeship programs. Additionally, there were graduates from the CNA and Manufacturing programs.
- A team from Harper attended a Manufacturing Information Session breakfast hosted by Heidenhain North America in collaboration with Illinois Manufacturing Excellence Center, Greater Chicago Advanced Manufacturing Partnership, Cook County Government, SBA, and Village of Schaumburg. The focus of the breakfast was the Cook County Manufacturing Reinvented Program and an opportunity for manufacturers to receive \$25,000 to improve operations, future growth, and employee resources.
- For FY23, the WS team made 35 presentations educating local area employers on WS business services to over 3,000 business owners and employers.