



## PRESIDENT'S *UPDATE*

Dear Harper College Community,

The fall semester is off to a great and busy start. We welcomed our first cohort of Promise Scholars. What an impressive group! As compared to non-Promise students beginning at Harper, this group earned four more hours of college credit, had an average high school GPA of 3.35, as compared to 2.75 for non-Promise students, and completed more than 72,740 hours of service.

The strategic planning process has been launched with our first dialogue session, which focused on Professional Growth and Service. More than 185 people attended the session, which included a panel discussion and questions from attendees. There were several comments that resonated with me, including the need to curate online programs that are readily available for employees. It was clear from the discussion that it is imperative that all staff and faculty complete meaningful professional development that keeps us relevant in the changing world around us. A white paper summarizing the key points of the discussion and questions will be distributed soon. I urge everyone who attended to complete the feedback form, and for those who could not, the session was recorded and available for viewing and providing feedback and thoughts. For more information please visit the strategic planning [website](#).

### Your Voice Our Potential

STRATEGIC PLAN **2020-2024**

Creating Opportunities for the Next Generation

We just completed the residential experience for our newest Harper Leadership Institute (HLI) cohort. This was an amazing way for the attendees to immerse themselves in learning about higher education in general and community colleges, specifically. The participants had the opportunity to hear from noted national and regional leaders. I look forward to their continued work and final projects, which serve as a capstone for this experience.

I also held my first campus-wide listening session and was pleased with the thoughtful questions and comments. There are several more planned, all focused on timeframes where all employees, including those who work swing and late-night shifts, have the opportunity to attend. We are capturing notes and looking at themes from these meetings to identify common opportunities that will improve the college for all.

I was pleased to attend my first Hullabaloo. What a wonderful event designed to showcase our many clubs and organizations, as well as local resources! Our Student Trustee, David Santafe-Zambrano, had his own table and used that opportunity to inform students about the role of the Board of Trustees, and the importance of having a student involved in our governance processes.

Last month, we congratulated Dr. Brian Knetl on his new appointment as provost at Grand Rapids Community College. We will miss him and his dedication to Harper College. His last day at Harper is September 20. I hope you will join us for a farewell reception in his honor, which is scheduled for Wednesday, September 18, from 4:00 - 5:30 p.m. in the Black Box Theatre. Dr. Knetl's departure prompted me to make the following appointments:

- Dr. Maria Coons, chief of staff/vice president of institutional planning and strategic alliances, will serve as the interim provost.
- Darlene Schlenbecker, executive director for planning, research and institutional effectiveness, will serve as interim vice president of institutional planning and strategic alliances.
- Jeff Julian, executive director of communications, will serve as interim chief of staff/board liaison.
- Kim Pohl, media relations and legislative affairs manager, will serve as interim director of communications.
- Laura Brown, vice president and chief advancement officer, will directly supervise the Communications team.

Please join me in thanking and congratulating Maria, Darlene, Jeff, Kim and Laura for taking on these new roles.

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## Student Success

- Academic advisors saw a 43% increase during the time period of 7/30/18 – 8/14/18 in comparison to this same time period last year. This period includes “peak week” advising 8/12-8/16. Although student volume was high during peak week, a student’s average wait time to see an advisor was 13 minutes.
- Half of all new degree-seeking students for fall 2019 satisfied the placement requirement that is part of the required onboarding process by leveraging multiple measures of assessment and, as a result, were not required to take placement tests. This represents an 11% increase as compared to last year and has also led to 65% of all new degree-seeking students placing directly into college-level coursework, which is the largest incoming class to begin Harper with college-level skills both in English and math. In addition, for those students who need developmental coursework to strengthen their skills in English and/or math, there was a 6% increase this fall in the number of students enrolling in those critical courses in their first semester.
- The first set of Starfish early alert surveys were sent to 521 faculty members on September 9. The number of surveyed students increased by more than 14% as compared to last fall as a result of including all students who are currently not meeting Harper’s standards of academic performance. Data continues to show that the early alert program is a high impact retention practice. New, degree-seeking students in fall 2018 who were flagged by a faculty member and then connected with their assigned academic advisor had an 82% fall-to-spring persistence rate. This represents a 14% increase as compared to those students who were flagged, but did not follow up with their advisor.
- The number of students served by the case management approach to advising continues to increase. At the start of the fall 2019 term, more than 9,000 enrolled, credential-seeking students were assigned an advisor. This equates to 86% of all credential-seeking students having their very own advisor and represents a 26% increase as compared to fall 2018.
- The overall percent of students who were enrolled in spring 2019 and re-enrolled in fall 2019 increased to 56.9% -- a 1% increase over the prior year. Additionally, there is a 17% differential in spring to fall persistence for those students assigned an advisor versus who have not yet been assigned.
- The Advising Services department went live with eSARS, allowing case managed students to make an appointment with their assigned advisor electronically through their student portal.
- 149 out of 160 incoming students who registered with Access and Disability Services successfully completed the orientation and registered for the fall 2019 semester. This conversion rate is a testament to an excellent, ongoing collaboration between the Center for New Student Orientation staff and the Access and Disability Services staff.
- The Center for New Students saw 2,884 students in new student orientation between May 1 and August 17 for fall 2019 onboarding. Of the students who attended, 97.83% strongly agree or agree that, as a result of new student orientation, they understand how their first semester courses are important to their educational plan. In addition, 99.1% of students know it will be important to meet with their advisor in the future to stay on track and complete their goals.
- This is the first semester that the Start Smart Requirement has been in place. We are happy to report that we have 80 sections of Start Smart Embedded courses that represent 14 disciplines running. We also have 45 sections of FYS 101 (Aol Specific, Focus on Your Future, and Focus on College Learning) running. The

sections are offered in multiple modalities and at varying times throughout the day. We accommodated a large number of students who registered in the last two weeks by adding more sections.

- All three of the students the Honors Program submitted for Preferred Consideration Admission to Georgetown University—Lydia Schiller (who spoke at Commencement), Joshua Hellyer, and Caleb Yang—matriculated at Georgetown this fall. This continues our long tradition of successfully sending excellent Honors students to Georgetown.
- This weekend, Honors and Phi Theta Kappa students will travel to the Inspiration Café in the Uptown neighborhood of Chicago, where they will cook for and serve dinner to 40 economically challenged participants in the Inspiration program.
- Joey Gomez, a Harper student, was selected as the recipient of a \$12,000 Chicagoland Transfer Award (CTA) by Columbia College Chicago. The CTA essay asked scholarship applicants to describe how their community college experience has prepared them for success at Columbia. Joey described their time at Harper as “transformational” in that they had the chance to consider who they were and be able to recover from some academic setbacks. Joey’s time spent at Harper is not cliché; it is unique and engaging and has absolutely prepared him for success at Columbia.
- Fourteen Harper FIS Students graduated from our Harper Firefighter Academy in spring 2019. Our top two students were both female, had already received a bachelor’s degree in a totally different area at a university, and then decided after graduating they wanted to become firefighter-paramedics and came to Harper College for their education and training. They were also both Harper College Fire Service Interns with the Schaumburg Fire Department. Kristine L. Herdegen graduated first in class and is currently in the paramedic program in Lake County. Monique M. Deavilla graduated second in class and is currently in the Harper College Paramedic Program at Northwest Community Hospital.
- Former AED students Marwil Chirinos, Lois DuPrey, Celeste Tomaz and Natalie Hemphill, who attended the GED graduation in June, have been accepted into the Harper College Honor Society.
- In early August, the Web Program hosted a coding boot camp to get high school students and first year Harper students interested in web design and development and understand the profession. There were eight students that attended. The one-week course covered the basics of the website development life cycle and user experience design. Using an industry standard application, students coded a multi-page responsive website written in HTML, CSS, and JavaScript/jQuery. Students completed the boot camp by learning about Harper’s Web Program and learning select topics from the following courses: WEB 150, WEB 170, WEB 200, and WEB 235.
- During the first week of September, we celebrated the official opening of "Hawks Care LCC" at the Learning and Career Center. A ribbon cutting was attended by several community partners and Harper leadership. Hawks Care LCC features a student pantry with ready-to-go foods at its "Snack Shack." A larger stockroom holds a wide variety of take-home items, including non-perishable foods, hygiene items, and school supplies. A limited number of gas cards are also available upon consultation with a student.
- After a year of preparation, ACCGC (Accrediting Council for Collegiate Graphic Communications, Inc.) re-accredited the Graphic Arts Technology Program. The site-visitation team recommended a full six-year re-accreditation and the 12-member accreditation committee agreed with the recommendation. The full 19-member ACCGC Board of Directors will take “Official” action during its October annual meeting during Print '19 in Chicago. The re-accreditation will then be effective September 1, 2019, through August 31, 2025.
- Sixty-five students and community members auditioned in the Liberal Arts Center Drama Lab for Green Day’s American Idiot, and 28 of them were cast in our upcoming production, which runs November 15-24 in

the Performing Arts Center. There will be an Educational Foundation event/gala on November 15, 2019, opening night. Join us for what promises to be a thought provoking, hard-rocking night of entertainment and help our students celebrate their success as we honor this year's Mary Jo Willis Theatre Scholarship recipient, Emma Ferguson.

## Finance and Administrative Services

### *Facilities Management*

- 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 has been rescheduled to be completed by September 30, 2019.
- The scope of work for Building R Fly Tower Roofing Project includes the replacement of the roofing system and the installation rigging for window washing equipment. Construction is substantially complete.
- The scope of work for Occupational Safety and Health Administration (OSHA) Roof Safety Project Phase I includes the installation of roof access safety devices and systems to address updated OSHA fall protection requirements for persons performing service and maintenance work on roofs. Phase I is limited to Buildings B, C, D, R, and the Foglia Foundation Health and Recreation Center. Construction is substantially complete.
- The Scope of work for the Palatine Roselle/Euclid Road Multi-Use Path Project includes the construction of an asphalt path along the east side of Roselle Road between Algonquin Road and Euclid Avenue and the south side of Euclid Road between Roselle Road and Shire Circle. This path will connect two existing paths improving pedestrian and bicycle use in the area. Construction is underway and scheduled to be completed by November 1, 2019.
- The scope of work for the Tennis Courts Improvements Project includes the repair and resurfacing of the courts located on the west side of campus. Construction is underway and scheduled to be completed by September 30, 2019.
- The scope of work for the Building A Waterproofing Project includes repairs to the existing storm and sanitary sewers, and installation of a new waterproofing membrane along the west basement wall. Construction is underway and scheduled to be completed by September 30, 2019.

### *Information Technology*

- Student Systems - Several enhancements were made to the Banner system that will improve the student experience.
  - Banner General Self-Service was implemented. The Banner General Self-Service module provides an updated look and feel for students to make changes to their email contact, emergency contact information, and race/ethnicity information.
  - Using Banner extensibility tools, a webpage was developed for Promise students to log their required community service hours. A second webpage was developed for the Promise coordinator to view the community service hours entered by the students.
  - The "change program of study workflow" in Banner was updated to include a notification email to the student's advisor if a student changes their program of study.

- Classroom, Network and Desktop Projects - The team completed multiple enhancements to the classrooms and student lab space:
  - New projection screens were added and classroom podiums were updated.
  - Nine Cisco network edge switches for Lab, Admin and Public were installed in support of the Harper network.
  - 210 security patches were installed for data and telecom windows.

## Advancement, Marketing and Communications

### Marketing Services

- Digital Campaign Results

August Campaigns	Impressions	Clicks to Harper Site/Landing Page
Career Program Digital Search	20,803	1,407
Adult Marketing Digital	830,332	3,934
General Fall Enrollment	2,171,692	18,114
Business Outreach	125,819	856
<b>Monthly Total</b>	<b>3,148,646</b>	<b>24,311</b>

- Social Media Follower Growth
  - Gained 434 new followers across all social media platforms (Facebook, Twitter, LinkedIn, Instagram), increasing our following from the previous month by 7%.
- Created and promoted a “Change My Mail Preferences” online submission form to allow community members to submit a “do not mail” request that automatically notifies major database holders on campus so community member contact information may be removed. The effort cross-promotes relevant, consumer opt-in enews subscriptions to increase e-newsletter audience contacts.
- Campaign to Watch: High school open house campaign mid-September. Tactics include Google display/search, Facebook and Instagram ads, radio, direct mail, Reflejos print ad and geotargeting. The creative captures the “We Are Harper” look with vibrant colors and strong campus/FTIC images that match the new Viewbook. The radio buy with B96 includes a two-week commercial flight with a commercial [recording](#) by morning host, Gabe from Gabe and Nina in the Mornings. In addition to this, the Open House event will be featured on the B96 events page and Facebook page. Gabe and the B96 crew will also be present on campus at the Open House, interacting with students and parents, raffling Jingle Bash tickets. Campaign results will be reported in November.
- Completed the Health Science Area of Interest brochure. It includes the most programs in the set at 16-pages. Three Aol brochures are now complete.
- Produced and distributed the 2019–2020 “Live@Harper” Cultural Arts annual brochure, which includes concerts, exhibits, theatre productions, shows and special events that feature the many talents of Harper students, graduates and faculty.



- Cross promotes free subscription to the Harper Live@Harper eNewsletter sent monthly to more than 4,000 subscribers.
  - 20 full-color pages, listing 50+ events from ten departments.
  - Includes a “Support the Arts” page to support the Foundation.
  - The box office reports, “Patrons come in to buy tickets with their arts brochure in hand.”
- To increase engagement and awareness, Harper launched a new “Trivia” series on social media utilizing our platform’s built-in polling functionalities. Each month, we will ask a different trivia question related to life at/history of Harper College. The first question, “Where were the first Harper classes held?” generated significant activity including 205 votes, 68 engagements and 1,768 reach on Facebook; 62 votes, 29 engagements and 2,234 impressions on Twitter; 509 votes and 681 impressions on Instagram Stories.
  - In May, we launched Harper’s first [Giphy](#) channel featuring Harper-branded stickers for students to include in their posts on Instagram and Snapchat.
    - Results as of September 2019: 406k views.
    - This fall, we developed additional stickers which will be used to promote engagement and awareness, while also facilitating a sense of pride for our audiences on social media.
  - Coordinated production and installation of campus light pole and Avante banners to reflect the “We Are Harper” campaign.

#### *Advancement*

- The Foundation received a clean audit for the 2018-19 fiscal year.
- During the 2018-19 fiscal year, the Foundation awarded more than \$1.1M in scholarships, grants and awards to 563 students from 224 scholarship funds and programs.
- Since July, the Foundation has worked with donors to create four new scholarship and program funds. The Joanne Powell Endowed Scholarship will support first-generation college students; the Joseph H. Goldberg Family Foundation Scholarship for Career Skills will support up to five students enrolled in Harper’s Career Skills Institute; the Catlin Faculty Development Endowment will support projects to improve teaching and learning at Harper College; and the Knox Family Endowed Scholarship will support working students (preferably veterans or military connected students) who have demonstrated community involvement and leadership.

#### *Grants Office*

- In August, the college received \$597,297 in continued grant funding for the Carl D. Perkins Career and Technical Education Improvement program, a federal flow down grant through ICCB. This grant is designed to develop more fully the academic knowledge and technical and employability skills of secondary and postsecondary education students enrolled in CTE programs. Emphasis is placed on local flexibility, comprehensive stakeholder engagement and collaborative planning, innovation, equity and accountability, and alignment with other education and workforce programs. Grant manager: Dr. Joanne Ivory, dean of career and technical programs.
- For FY2020, Adult Educational Development was awarded \$784,720 in continued grant funding for the Adult Education and Literacy program. This funding supports student recruitment, enrollment, retention, student support services, and program instructional services for Adult Education programs, including Adult Basic Education, Adult Secondary Education, English as a Second Language, and High School Equivalency. The Adult Education department works with 36 partners on this grant to provide wraparound services to students, including assistance with childcare, transportation, social services, immigrant



education, housing assistance, health care, job seeking support, and many others. Grant manager: Andrea Fiebig, director of adult educational development.

- The college was awarded a continuing grant of \$66,587 from the Rochester Institute of Technology (RIT). Harper is a subawardee in RIT's DeafTEC: Technological Education for Deaf and Hard-of-Hearing Students program funded by the National Science Foundation. Harper has served as the Midwest Regional Partner for supporting initiatives to improve employment outcomes for students with disabilities for the past four years. Grant manager: Jason Altmann, director of access and disability services.

### *Community Relations*

- On September 10, Community Relations and Rolling Meadows Chamber of Commerce hosted a tour for the Shanghai Municipal Delegation. The group of 18 toured campus and had an in depth look at the Simulation Hospital, Surgical Technology Suite and the Manufacturing Technology lab.
- Amie Granger, community relations manager, recently visited the 3rd grade class at Lincoln Elementary in Palatine. The students learned about Harper and had the opportunity to ask questions about college. Lincoln Elementary is part of the Ambassador School program.

### *Legislative Affairs*

- Governor J.B. Pritzker finished taking action on bills sent to him during the first year of the 101<sup>st</sup> General Assembly. Of the 599 bills sent to him this year, he signed 591 of them and vetoed eight.
- Law firm Robbins Schwartz held its Annual Legal Update for Illinois Colleges providing an overview of new laws affecting community colleges and other schools. A large focus of the meeting was the legalization of recreational marijuana, the implications for college campuses, workplace considerations and an overview of the vocational pilot program in which up to eight community colleges may offer a Career in Cannabis Certificate.
- Congressman Sean Casten held a town hall in the Performing Arts Center focusing on climate change and the need for legislation that aims to protect the environment.
- Harper representatives took part in a small business roundtable event hosted by state Representative Michelle Mussman to discuss ideas to help local employers succeed and grow.
- Harper representatives attended the Hoffman Estates Chamber of Commerce legislative update event that featured state Senators Cristina Castro, Ann Gillespie, Dan McConchie and Laura Murphy, and state Representatives Fred Crespo, Tom Morrison and Michelle Mussman. Hoffman Estates Mayor Bill McLeod moderated the panel discussion.
- The Illinois General Assembly will reconvene October 28-30 for its Veto Session.

### *Media Relations*

- The *Daily Herald* sports section ran an article about Harper having a strong women's volleyball team and the team's win over Madison College.
- The *Lake County Gazette* ran an article promoting a media literacy seminar featuring Instructor Maham Khan.





- The *Daily Herald* ran an article about the Small Works art exhibition.
- The *Association for Talent Development*, which empowers professionals to develop talent in the workplace, ran an article in its magazine about apprenticeships expanding into white-collar industries. It showcased Harper's partnerships and outlined the benefits and challenges.
- The *Daily Herald* ran an article about Harper's participation in an upcoming community forum.
- Several publications including the *Chronicle of Higher Education*, *Community College Daily* and *Grand Rapids Business Journal* announced Interim Provost Brian Knetl's hiring as provost of Grand Rapids Community College.
- The *Daily Herald* ran an article previewing the Lifelong Learning Institute's open house.
- The *Chicago Tribune* ran an article about Congressman Sean Casten's town hall at Harper and his call for environmental preservation.
- *Forbes* ran an article about reasons to consider community college. It highlights the University Center as a way to earn a bachelor's degree more conveniently and affordably.

#### *Internal Communications*

- The Fall 2019 President's All Campus Meeting was the first opportunity for Dr. Proctor to address the entire faculty and staff, and it provided a strong start to the semester. The survey results for the Fall 2019 President's All Campus Meeting showed it was the most well-received meeting since we have been administering the survey. We had the highest number of respondents (407) with 97.68% indicating they were satisfied with the meeting (20 points higher than the 12-year running average, and 5 points higher than the previous record). Respondents felt the right amount of information was covered (93% agreed) and the top elements they cited were around Dr. Proctor's remarks about her areas of focus and the "We Are Harper" video stories about our students. We will use the qualitative feedback to develop content and refine the format for future All Campus Meetings.

#### *Student Communications*

- We welcomed students to campus this fall with the information they need to know to succeed. As part of this welcome, all students received a welcome or welcome back email. These emails were highly successful, with a 66% open rate for continuing students and a 75% open rate for new students. Promise scholars opened the email at a rate of 87%.
- A new text message nudging program will launch in September, providing all credit-enrolled students with timely tips and reminders of institutional deadlines, such as registration and FAFSA opening. Students will be given the option to opt-in to more messages, which may include things such as event notifications and additional tips for academic success. This program is a continuation of our text message pilot with a goal of connecting students with the information they need to succeed.

### **Institutional Planning and Strategic Alliances**

- The FY2020 College Plan has been published. This comprehensive document serves as a one-stop resource for information on the planning activities of the college including the President's Goals, Budget and Capital Plan, Strategic Plan Development, and FY2020 Operational Plan.



## Workforce Solutions

- The InZone Sports and Enrichment camp wrapped up a successful summer. This summer saw more than 1,000 students come to campus with about half of those students taking a class in the newly renovated Health and Recreation Center for the first time since its opening. An exciting addition to the 2019 schedule was the InZone Junior Explorers. This 4-week pilot program for 6-8 year old students exceeded all expectations with every section operating at maximum capacity. Future plans for this program are to offer it in the same 10 week format as the InZone schedule.
- Corey Axelrod came to Harper's SBDC (Small Business Development Center) for help with his new company, 2axend which trains and equips organizations across multiple sectors to increase accessibility and equitable experiences and develop a culture of inclusion for people who are deaf and hard of hearing. Corey's company is now profitable and gaining traction. He is attracting clients across the U.S. in healthcare and education with strategy help from Harper's SBDC. "I am grateful to Tom Cassell, my SBDC advisor. I have received Tom's support for over a year now and he has proven to be a genuine ally and a wonderful resource. He helps me develop goals for the future and find solutions to current challenges." For more information, visit <https://www.2axend.com>.
- Continuing Education coordinated its second annual Cybersecurity event in collaboration with Harper IT and Human Resources. This event will be offered during Cybersecurity Month and will be open to all Harper staff, faculty, students and the community. The speaker, who is an FBI Special Agent specializing in national security and a member of the Chicago FBI Field Office, will give an overview and update on the current threats and trends in cybersecurity and how companies and individuals can apply safe computing practices.
- September kicks off the Student Employee Excellence Development (SEED) program. A breakfast for student aides and their supervisors is being planned where the fall workshops are announced. Topics such as teamwork, customer service and understanding unconscious bias are provided for our student aides' professional development.
- In late August, Wallace Community College (Alabama) visited with Dr. Rebecca Lake and the apprenticeship team to learn about the good things Harper College is doing with our apprenticeship programs and how they might utilize some of our processes in their college. That same week the Vice Chancellor for Academics and Workforce Development of the Kentucky Community and Technical College System inquired about the same information. Both parties will either attend or send a representative to the National Conference being held in October to get a deeper understanding of Harper's programs as well as network with other attendees from around the country.
- Zurich held a graduation ceremony for its third cohort. Nine students graduated from the insurance program in early August.
- This fall, Harper launched two new apprenticeship programs: electromechanical technician and graphic arts print production.
- Dr. Rebecca Lake was invited to be part of a panel on High Quality Program Development and also to engage in round robin tables at the Illinois Community College Board meeting for High Quality Programming.

## *Promise*

- The final total of Harper Promise students that began this fall is 421. With one scholar continuing on with their third semester at Harper, we have a total of 422 Harper Promise Scholars.
- The high school Promise cohort enrollment as of the beginning of the school year is as follows:
  - Class of 2020 – 1,451
  - Class of 2021 – 2,159
  - Class of 2022 – 3,040
  - Class of 2023 – Currently enrolling

## *Diversity and Inclusion*

- Harper College welcomed the Diverse Faculty Fellows 2019-2020 in August and Bethanie-Michelle Statler (Biology) and Ranjani Murali (English) began teaching their first course at Harper. In addition, one Fellow has done outreach:

Bethanie-Michelle Statler volunteers with the organizing committee of Expanding Your Horizons (EYH) Chicago, of which she serves as Social Media Co-Chair. The mission of EYH Chicago is to empower young women to pursue careers in science, technology, engineering, and mathematics (STEM). This mission is accomplished through key program elements: one-day conference for girls, hands-on activities, family education for girls interested in STEM, and engaging girls with female STEM role models. EYH Chicago collaborates extensively with local universities in the Chicago area.

- The Office of Diversity and Inclusion hosted a luncheon for President Proctor and the Diverse Faculty Fellows. Since 2014; there have been 11 Fellows in nine departments who have taught 64 sections and impacted 1,561 students.



**Left to Right:** Ranjani Murali (English, 2019-20); Michele' Smith (V.P. Workforce Solutions); Brianne Mangione (Kinesiology, 2017-19, now Adjunct Faculty); Bethanie-Michelle Statler (Biology, 2019-20), President Avis Proctor; Dr. Pearl Ratunil (Special Assistant to the President for Diversity and Inclusion)  
**Back:** Cristian Martinez (Biology 2018-2020); Adam Lopez (Tenure-track History, 2016-18), Michael Bentley (Tenured, Humanities, 2015-2017)  
**Not Pictured:** Chaitut Rongchai, (Business 2015-16, now Supervisor, Academic Support Center)  
**Not Present:** Bilal Hussain (Sociology, 2016-2018, now Adjunct Faculty)