

PRESIDENT'S *UPDATE*

December 2019



Dear Harper College Community,

We are quickly nearing the end of our fall 2019 semester. Our students and faculty are completing final exams this week before we adjourn for our Winter Break.

This month, I concluded my last of seven listening sessions with employees. I have really enjoyed these opportunities to meet with our faculty and staff to hear their ideas and answer their questions. I am reviewing the feedback from all of our sessions with our Executive Council members to develop themes, identify opportunities and address concerns. I will report out on next steps at the spring All Campus meeting in January.

The college community has been diligently submitting proposals to fund initiatives that help students persist and complete. Already we have approved five projects with the potential to serve nearly 900 students and totalling more than \$300,000 in funding from the \$1.2 million remaining from our previous strategic plan. These initiatives include a technology loan program, childcare tuition scholarship, support for One Million Degrees, finish line micro grants, and funds for Hawks Care. Others are encouraged to submit a [proposal](#) to enhance our student success efforts.



We had more than 360 people attend at least one of our strategic planning Dialogue Sessions or Data Summits. Our next strategic plan will benefit from this high level of employee, student and community engagement and the insightful feedback it has produced. Our Strategic Planning and Accountability Shared Governance Committee continues its work as we prepare for the February 2020 Strategic Planning Conference.

Finally, I was pleased to facilitate The Campaign for Promise Closing Celebration held by the Harper College Educational Foundation to mark the successful completion of the original fundraising campaign. This effort truly is “a promise fulfilled” and we see that in action through the 421 Harper College Promise scholars on our campus this semester. I extend a huge thank you to all of our donors as well as our Board of Trustees for their strategic investments in this program.

Campus News . . .

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Student Success

- Harper Wellness and Campus Recreation collaborated with the Kinesiology Department to provide free fitness assessments to Harper students and employees. Under the supervision of Assistant Professor Jonathan Loos, students in the Personal Training Certificate Program performed fitness assessments on eight students and 16 employees. This enabled the students to apply the concepts and techniques they were learning in the classroom in a real-world setting. In addition, Harper students and employees were able to receive a free baseline assessment and talk one-on-one with a professional personal trainer about their results.
- The Health and Recreation Center and Access and Disability Services partnered to host the first Adaptive Sports Day at the Health and Recreation Center. The event featured Boston Marathon bombing survivor and amputee Roseann Sdoia as well as the University of Wisconsin-Whitewater wheelchair basketball team. A variety of campus and community partners, including the Shirley Ryan Ability Lab, Chicago Wheelchair Rugby, Synergy Adaptive Athletics, and Project Mobility, set up interactive booths at the event. Adaptive Sports Day provided an opportunity for students and employees to learn about different adaptive sports that are available for individuals with disabilities. To help promote the event, Harper student aide Seval Kurtaran worked with Robert Uhren, access advocate, to create a more accessible flyer. LAND (Learning about Abilities and Not Disabilities) provided financial support for this very successful event.
- Massage Therapy Program adjunct instructor Aaron Witz was recently appointed by Governor Pritzker to sit on the Illinois Massage Therapy Licensure Board. Aaron has been teaching a broad range of courses in the program since 2016.
- The Harper College Phlebotomy Program, under the coordination of Donna Oswald, was recognized this fall by the Board of Directors of the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) as meeting the rigorous standards of NAACLS.
- The Commission on Accreditation of Allied Health Education Programs (CAAHEP) awarded the Harper College Surgical Technology Program, under the coordination of Laura Smith, the status of Initial Accreditation.
- The Learning and Career Center (LCC) partnered with the Prospect Heights Police Department for the 6th year to host a Thanksgiving event. The evening featured distribution of non-perishable foods to over 60 local families, collected by police in collaboration with Tony's supermarket in Prospect Heights. As officers tagged and carried food out to cars, Harper employees and Promise scholars guided traffic and lent support to an LCC-led Resource Fair. The fair brought social service agencies, libraries, and multiple Harper departments to the LCC to share their programs and services. Children enjoyed crafts and visiting with Jojo the comfort dog.
- PTB & Associates of Bethesda, MD, conducted an evaluation of the Title III grant throughout the grant period, from 2014 to 2019, including a quasi-experimental impact study. Overall, receipt of Harper Title III program services produced statistically significant and meaningful positive impact on student educational outcomes. Specifically, the impact study found improvements in GPA and a greater likelihood of earning a Harper credential. The combination of a first year 'Start Smart' course along with meeting with an advisor to develop a personalized, educational plan produced the most positive outcomes.

- A new, dynamic advisor ‘Radar Report’ using Power BI Pro was released to Student Development leadership, as well as a small group of advisors, who will determine how best to use the new platform to inspire advisors to work more proactively with their caseloads. The tool will be rolled out to all advisors in early spring 2020 and includes data integration among the student information system, appointment software and Degree Works, allowing users to filter their caseload among a variety of student characteristics.
- Latinos Unidos’ and club advisor Esmeralda Guerrero-Lopez (academic advisor) hosted their 20th Annual Sabor Latino Show. Sabor Latino held the first show in December of 1999 in an effort to share cultural performances and bring Harper Community of students, faculty and staff together. This year the cultural show included dance, music and instrumental performers in J Theater in December. The proceeds of the event will help fund the travel for members of Latinos Unidos to attend the Illinois Latinos Council in Higher Education (ILACHE) Conference at U of I next semester.
- Recent athletics highlights include:
 - Women’s Volleyball Team - N4C Conference Champions (12-0), NJCAA DIII Region 4 and District B Champions
 - Men’s Soccer Team - N4C Conference Co-Champions (10-1), NJCAA DIII Region 4 Runner-up
 - Women’s Cross Country - National Runner-up, three All-Americans
 - Men’s Cross Country - third in the Nation, two All-Americans, Region Champions
 - Men’s and Women’s Cross Country - Gary Moore Award for the Best Overall DIII Program in the Nation, fourth straight year

Finance and Administrative Services

Facilities Management

- The scope of work for the Health Careers Division Office Remodeling Project includes minor remodeling of X250 to accommodate the space needs for the division. Construction is substantially complete and is within the board approved budget of \$112,000.

Information Technology

- The Ellucian Q3 updates for the Banner Student Information System (SIS) were implemented during the Thanksgiving weekend. These updates provided bug fixes, performance improvements, and included new features.
- The Banner SIS scripts were updated in order to reduce the manual work required to process MAP grants for double-tuition courses. The Banner SIS Student Application was modified to include two additional questions, “How I learned about Harper College” and “Preferred Learning Method.”

Human Resources

- Faculty, staff and students were invited to celebrate Veterans Day 2019 and to recognize Harper College veterans. Guest speaker Rebecca Bratton provided her perspectives about serving in the military and her experience as a female in a predominantly male-centric organization. Rebecca is a Certified Safety Professional, the author of the upcoming book *Safety Training Sucks* and the owner of Courageously

Leading, a safety leadership and courage creation company. Dr. Proctor and Senora Mapp-Williams, student aide at the Veteran Center and military-connected student, also provided remarks. Following the guest speaker's presentation, there was a panel discussion featuring Harper College community female veterans who shared their experiences and perspectives on military service.

- Chief Human Resources Officer Roger Spayer, SPHR, SHRM-SCP, has been re-elected to serve as chairperson for the State Universities Retirement System Members Advisory Committee (SURSMAC). This advisory committee consists of representatives from the constituents of the State Universities Retirement System. The primary purpose of SURSMAC is to promote the collective interests and welfare of SURS constituents, namely participants, annuitants, survivors and recipients of disability and disability retirement allowance. Roger will serve as chair for a second two-year term.

Advancement, Marketing and Communications

Marketing Services

- November Website Overview
 - Page views: 1,035,552, 5.9% increase over previous year.
 - Unique page views 818,487, 5.14% increase over previous year.
 - Average time on page: 2 minutes, 15 seconds, 9.92% increase over previous year.
 - Bounce rate: 23.85%, 2.98% decrease over previous year (with bounce rate, the goal is to achieve a decrease).
 - Top pages (excluding the home page):
 1. Registration
 2. Financial Aid
 3. Academics (Areas of Interest main page)
 4. Library
 5. Academic Calendar
- November Social Media Overview (Includes Harper's institutional social media channels: Twitter, Facebook, Instagram and LinkedIn)
 - 65,212 total followers, 0.6% increase over previous month.
 - Largest follower increase came from LinkedIn, 295 total new followers, a 0.8% increase
 - Instagram highlights: Top three posts:
 - Finding Fall (students share fall campus images) (2,285 impressions, 152 engagements) https://www.instagram.com/p/B4kqs_WhE_L/
 - World Kindness Day, Part 1 Students and employees share their stories on #worldkindnessday (1,929 impressions, 112 engagements) <https://www.instagram.com/p/B40mC4uBve9/>
 - World Kindness Day, Post 2 (1,964 impressions, 101 engagements) <https://www.instagram.com/p/B40mWBjhfCe/>

Advancement

- In November, the Foundation hosted Joe Goldberg and his daughter-in-law Pam Goldberg to meet the inaugural five scholarship recipients of the Joseph H. Goldberg Family Foundation Scholarship for Career Skills. The recipients' families also attended the reception. The Joseph H. Goldberg Family Foundation has committed \$50,000 in scholarship funding for students in the Career Skills Institute. The scholarship provides full tuition for one-year at the Career Skills Institute and can be renewed for a second year.

- The Foundation has received major gifts to create two new scholarships for Harper College students. The Dianne Batzkall-Morrison Scholarship will support female students who have overcome challenges in their life, have financial need and are enrolled in a career or certificate program to better their lives. The Athanaseos (Tom) G. Zazanis Endowed Memorial Scholarship is an endowed scholarship that will support students who have financial need and are the children of first-generation immigrants to the United States.
- The Foundation sponsored the November Northwest Suburban Estate Planning Council Meeting. As a sponsor, the Foundation spoke to over 60 financial planners, estate attorneys and trust officers about Harper College and the Educational Foundation.
- The Foundation participated in Giving Tuesday, an annual worldwide event encouraging philanthropy. This year's campaign emphasized the impact of small donations on educational affordability and featured recent alumnus Sergio Sosa. Forty-six donors collectively contributed \$4,240 in honor of the international day of philanthropy. Of those 46, eight donors made their first-ever gift during the campaign.

Grants Office

- The college was awarded a \$36,700 grant from the Illinois Board of Higher Education (IBHE) as part of the FY20 Nursing School Grant Program. This funding provides a full-time Nursing Program Transition Student Advisor to facilitate and support students completing their ADN at Harper and transitioning to a BSN or RN-BSN at a four-year institution. This grant also provides funding for academic tutors. Grant objectives include increasing awareness, providing support to students in meeting general education requirements, and assisting students in establishing a clear pathway for BSN completion.
- The college was awarded a \$225,000 grant from the Illinois Department of Commerce and Economic Opportunity to provide ongoing operational support for FY20 for the Education and Work Center in Hanover Park. The EWC is jointly operated by Harper and Elgin Community College to offer classes in English as a Second Language, adult basic education, and GED/HSE courses in English and Spanish.

Community Relations

- Community Relations participated in the Palatine Chamber of Commerce Community Expo, which gives community members the opportunity to learn about businesses and organizations in Palatine. Harper provided an activity in the kids' area. Visitors were able to make a button highlighting their future career and received information about the Library's Make Shop.
- The Palatine Library hosted their second annual STEAM Fair and more than 1,800 people attended the event. Harper's Women in Science and Engineering (WISE) and the Harper Mobile Unit were on hand with fun activities for the families.
- More than 1,300 young students visited campus during the fall semester as part of our organized tours. Students participated in activities in architecture, law enforcement, manufacturing, HVAC, nursing, chemistry, world languages, physical science, astronomy, marketing, pet and animal care, career discovery and graphics. Students also visited the Library Make Shop and the Health and Recreation Center. A very big thank you to everyone that volunteered their time to help with the tours this semester.

Student Communications

- The new and improved Harper College mobile app was launched in collaboration with Information Technology and Marketing. The new app includes the same popular features, like mapping and course



display, but it now adds single sign-on integration with Blackboard, a personalized dashboard and calendar. The new app also features tools and functions designed to increase engagement.

Legislative Affairs

- Candidate filings for the March 2020 presidential primary election have begun. Notable races in Harper's district include:
 - 51st House: Freshman Representative Mary Edly-Allen (D-Libertyville), who narrowly won her 2018 race, will face Chris Bos (R-Lake Zurich), a pastor and Ela Township trustee, in the November election.
 - 52nd House: Barrington Hills Mayor Marty McLaughlin filed as a Republican to replace retiring Representative David McSweeney (R-Barrington Hills). His election is likely as there are no primary opponents and no Democrats filed to run.
 - 54th House: Democrat Maggie Trevor of Rolling Meadows hopes to again challenge Representative Tom Morrison (R-Palatine) after very narrowly losing in 2018. She first has a primary opponent in Ryan Huffman, who placed last in the 2018 6th Congressional District primary.
 - 22nd Senate: Democrat Cristina Castro will face primary opponent Rae Yawer.
- At the national level, incumbent Congressman Sean Casten (D-6th District) will run unopposed in the Democrat primary, while incumbents Raja Krishnamoorthi (D-8th District), Jan Schakowsky (D-9th District) and Brad Schneider (D-10th District) will each face Democratic challengers in the March primary. U.S. Senator Dick Durbin is also up for re-election and faces no Democratic primary challenger.
- Both the Illinois House and Illinois Senate will reconvene on January 28, 2020.

Media Relations

- The *Daily Herald* ran a front-page article about the Promise Program, writing "Harper fulfills its promise to first 421 freshmen in free-tuition program." Reporter Chris Placek attended a recent reception that recognized Promise donors for their generosity and closed out the Educational Foundation's initial Promise fundraising campaign.
- *The Daily Herald* ran a front-page centerpiece about Harper's recent Adaptive Sports Day, which featured keynote speaker Roseann Sdoia, a Boston Marathon bombing survivor, as well as interactive booths, former NFL players, an ability lab, wheelchair basketball and more. The Daily Herald also ran an article previewing the event.
- *The Chicago Sun-Times* published a story featuring political science Professor Bobby Summers, who was interviewed by Washington, D.C., bureau chief Lynn Sweet for an article reflecting on the Clinton impeachment trial. In 1999, Summers had his 8-year-old son write a letter about the importance of telling the truth to former Congressman Henry Hyde, who read the letter at the trial. Summers shared how his class assignments include writing letters to politicians.
- *InsuranceNewsNet* ran an article about Zurich Insurance and its plans to hire more veterans. Kevin Anderson, a former Harper student and a participant in the Zurich apprenticeship program, was quoted in the article.
- *Journals & Topics* ran an article about Harper's 19th annual Latino Summit which hosted more than 500 freshman and sophomore students from area high schools.

- *Journals & Topics* published a story about the Prospect Heights Police Department's annual Thanksgiving Food Drive Distribution event, which took place at the Learning and Career Center.

Institutional Planning and Strategic Alliances

- All full- and part-time employees were invited to provide feedback on the campus climate through the Personal Assessment of the College Environment (PACE). The PACE survey provides data that can be used to facilitate open and constructive campus conversations around climate. More than 600 employees representing all areas of the college completed the survey. This represents an overall response rate of 44%. The survey administrator, the National Initiative for Leadership and Institutional Effectiveness at North Carolina State University, will analyze the results and provide detailed reports to the college early in the spring semester.

Workforce Solutions

Promise

- In December, the new Promise Advisory Committee will examine the criteria for Harper Promise. This committee is comprised of representatives from all of the high school districts, area businesses, members of the Harper Foundation, local community resources, and key Harper employees who interact with the Promise Scholarship.

Diversity and Inclusion

- Consultant Heidi Pettyjohn, executive director for accessibility at the University of Cincinnati, was on campus in early December by invitation from ADS and with support from LAND (Learning about Abilities and Not Disabilities). The audit will help Harper move forward toward assessing strengths and challenges regarding ensuring optimal digital accessibility for our students.
- DREAM, Harper's employee resource group for underrepresented employees, volunteered at Feed My Starving Children. Feed My Starving Children (FMSC) is a Christian nonprofit committed to feeding God's children hungry in body and spirit. The approach is simple: children and adults hand-pack meals specifically formulated for undernourished children. FMSC meals are donated to partners worldwide and distributed every day in schools, orphanages, clinics and feeding programs to deliver hope.
- SAFE (Staff, Administrators, and Faculty for Equality) held a community networking event for GLBT students, staff, faculty, and allies, and the Harper Pride student club to network in a safe and welcoming environment.