

WILLIAM RAINEY HARPER COLLEGE  
BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT #512  
COUNTIES OF COOK, KANE, LAKE, AND McHENRY, STATE OF ILLINOIS

Minutes of the Committee of the Whole Meeting of Wednesday, September 13, 2023

CALL TO ORDER

The Committee of the Whole meeting of the Board of Trustees of Community College District No. 512 was called to order by Chair Bill Kelley on Wednesday, September 13, 2023 at 5:00 p.m. in of the Wojcik Conference Center, 1200 W. Algonquin Road, Palatine, Illinois.

ROLL CALL

Present: Members Diane Hill, Herb Johnson, Bill Kelley, Walt Mundt, Nancy Robb, and Pat Stack (arrived 5:01).

Absent: Member Greg Dowell, Student Member Kei Smith

Also present:

Mike Barzacchini, Director of Marketing Services; Laura Brown, Chief Advancement Officer; Tony Butler, Director of Risk Management; Orlando Cabrera, Tech Support Specialist; Tom Cassell, Senior Manager, Business Development; Dr. Scott Cashman, Senior Manager, Community, Career and Corporate Education; Meg Coney, Administrative Coordinator; Dr. Maria Coons, Vice President and Board Liaison; Dr. Kathy Coy, Director, Institutional Research; Megan Dallianis, Interim Associate Provost-Student Success; Amanda Duval, Chief Human Resources Officer; Rob Galick, EVP Finance and Administrative Services; Amie Granger, Manager, Community Relations; Bob Grapenthien, Controller; Rita Gura, Interim Dean of Health Careers; Erika Hartman, Administrative Coordinator; Dr. Joanne Ivory, Dean, Career and Technical Programs; Dr. Tamara Johnson, Vice President of Diversity, Equity and Inclusion; Jeff Julian, Chief of Staff; Rick Kellerman, Specialist Network; Christopher Maxwell, Associate Dean of Students; Nancy Medina, Executive Director Facilities Management; Kim Pohl, Director of Communications; Kimberley Polly, Dean of Math and Science; Dr. Avis Proctor, President; Jaime Riewerts, Dean, Liberal Arts; Darlene Schlenbecker, Vice President of Planning, Research and Institutional Effectiveness; Michele Smith, Vice President Workforce Solutions; Darice Trout, Senior Director, Workforce Solutions; Dr. Markenya Williams, Associate Professor; Dr. Ruth Williams, Provost; Heather Zoldak, Associate Executive Director-Foundation and Major Gifts.

Guests: None

PUBLIC COMMENTS

None.

DISCUSSION OF  
FOLLOW UP ITEMS

Dr. Tamara Johnson presented the key findings from the Cultural Values Assessment (CVA) administered in February 2023. Forty-two percent of Harper employees participated. The CVA provides a summary of employees' individual values, their perceived organizational values, and their desired organizational values. Key findings reflected the following:

- Employees appreciate authentic collaboration.
- Recognition that permanently offering a flexible work schedule (3-2-5) reflects employee voices.
- The impacts of COVID-19 have decreased a sense of community for some.
- DEI efforts are noticeable; however, there is continued work to address inequities across demographics.
- More transparency and open communication is desired.
- Employees perceive that bureaucratic and hierarchal practices impede progress.

Summary:

- The current CVA results reflect the highest culture score and cultural entropy percentage since its inception at Harper.
- Most employees recognize improvement, but we must continue working on areas such as: community building efforts, collaborations across departments, celebrating accomplishments, addressing workload challenges and accountability.
- Ensuring that across demographics – students, staff and faculty experience Harper as an equitable, diverse and inclusive learning/working environment must remain a priority.
- The next step is to review common themes between the CVA and PACE results and create an action plan.

Trustee Johnson asked if there could be consideration for all employees to be on campus at least one day per week to build community. Dr. Johnson said there will be a discussion on a common day. Dr. Proctor shared that the Human Resources and Wellness shared governance committee has discussed this as a possible way to build community via activities where employees gather to collaborate and celebrate. Trustee Mundt asked why the survey is administered every four years versus annually. Dr. Johnson responded that it is a lengthy process to review the data and make and implement an action plan. She recommended at least two years between survey administrations.

Amie Granger presented on the history of, evolution and accomplishments from Harper's Community Engagement process over the past nine years. Three guiding strategies support a phased approach to adapting to the cultural and socioeconomic changes in the district:

- Awareness - of Harper programs, events and resources.
- Knowledge - improve understanding of Harper programs, events and resources.
- Engagement - expand access to Harper programs, events and resources through targeted engagement.

Ms. Granger shared the three phases that have been implemented and their accomplishments:

#### Inspiring Young Students

- More than 25,000 students experienced Harper through school tours.
- Partnerships with 4 community/after school enrichment programs.
- Participated in over 280 school sponsored events since 2014.
- Partnerships with 40 schools across 6 districts.

#### Engaging Harper's Community, Civic and Business Organizations

- Representation in 22 civic, community and business organizations - Rotary Club of Elk Grove Village, Rotary Club of River Cities, GOA Regional Business Association, Schaumburg Business Association, Partners for our Communities, United Palatine Coalition, Palatine Chamber of Commerce.
- Employee and student volunteer initiatives - 50th Anniversary Giving Back Week, Promise student card campaigns, Investiture volunteer month, Harper Helping Hands month.
- Relationships with more than 20 organizations that support community needs - Kenneth Young Center, Bridge Youth and Family Services, Faith Feeds Mobile Pantry, OMNI, Barrington Giving Day, Elk Grove Village Library, Palatine Library.
- Representatives on 6 partner boards - Rotary Club of Elk Grove Village, GOA Regional Business Association, Schaumburg Business Association, Partners for our Communities, Meet Chicago Northwest, Little City.

#### Results from the 2023 Community Scan

- 88% of residents are aware that Harper serves their area.
- 74% of residents have visited Harper for an event, class or to use a facility.
- 59.7% would like to receive information about events open to the community.

She explained the next steps include employee and partner collaboration on new events and experiences on campus; increased participation in school tours and events; new opportunities to connect with our underserved populations; and development of a new speaker series.

The Trustees were impressed by the scope, depth and breadth of the Community Relations outreach.

Darlene Schlenbecker presented the 2023-2024 College Plan which includes the President's Goals, Strategic Plan, Operational Plan and the Budget and Capital Plan. She thanked Rob Galick and Bob Grapenthien's area for the extensive amount of work that contributed to the plan. There are 33 measures across the six operational goals for FY2024. The Strengths, Weakness, Opportunities, and Threats (SWOT) analysis will be developed through the Strategic Planning and Accountability Committee this year.

Trustee Robb asked for a report on the number of people who look at the Strategic Plan on the external site. Mike Barzacchini will collect that information to distribute. Trustee Stack inquired about the student system and the relationship to IT initiatives. Dr. Proctor said the current market is not favorable at this time for a reliable student data system and will forward articles reflecting that to the Board.

Jeff Julian presented the Legislative Affairs work and results from November 2022 to August 2023, and previewed work for FY2024. Major outcomes:

- Established and strengthened relationships with Rep. Delia Ramirez, Rep. Mike Quigley, State Reps. Mary Beth Canty and Nabeela Syed; and the Departments of Education and Labor.
- Requested federal and state funding for aviation programming, the emergency services training center, semiconductor and nanotechnology program, and the Education and Work Center.
- Advocated for key issues with ICCTA for MAP funding and a 7 percent increase in budget for community colleges.

Upcoming legislative work in FY2024:

Federal:

- Advocacy for Workforce Pell grants.
- Shepherding Community Project funds.
- Planning for National Legislative Summit visit.

State:

- Preparing for the Fall 2023 Veto Session October 24-26 and November 7-9.
- Preparing for the Spring 2024 Session for the 103rd General Assembly.
- Monitoring and Engaging on Bears Stadium Project
- Planning Tour of Education and Work Center for the Director of DCEO.

The Board expressed their thanks for a comprehensive report.

Dr. Maria Coons reviewed the September 20 Board packet. She mentioned there will be a closed session after the Board meeting.

Trustee Mundt asked for an update on the armed intruder drill held yesterday. Dr. Proctor asked Director of Risk Management, Tony Butler, to speak about the drill. He said this drill concentrated on messaging and the avenues of communication. There were evaluators in 17 buildings; observers were from Elgin and Waubensee, NCH and the Red Cross. A post exercise survey was emailed. Data will be collected, and a report will be issued. On November 1 a tabletop exercise is scheduled to move this work to the next level.

FORMAL ACTIONS

No formal actions taken.

ADJOURNMENT

Member Stack moved, Member Mundt seconded, adjournment at 6:21 p.m.

In a voice vote, motion carried.

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Chair

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Secretary