WILLIAM RAINEY

EST. 1965

HARPER COLLEGE

Palatine, Illinois

Fact Book

2021-2022

Harper College®

MISSION

Harper College enriches its diverse communities by providing quality, affordable, and accessible education. Harper College, in collaboration with its partners, inspires the transformation of individual lives, the workforce, and society.

VISION STATEMENT

We will be an innovative and inclusive institution, the community's first choice, and a national leader for student success.

PHILOSOPHY STATEMENT

We, at Harper College, believe that our charge is to facilitate active learning and foster the knowledge, critical thinking and life/work skills required for participation in our global society. We work with our community partners to enrich the intellectual, cultural and economic fabric of our district. We believe that excellence in education must occur in an ethical climate of integrity and respect. We hold that the strength of our society is rooted in our diversity and that it is through synergy that we achieve excellence.

CORE VALUES

*We value **Respect, Integrity, Collaboration** and **Excellence.***

We guide our work and support our philosophy, mission and vision by these core values.

RESPECT
We demonstrate Respect by interacting with and caring for others in a way that adds dignity to ourselves, our relationships and our organization by:

- valuing and celebrating the uniqueness of individuals and their strengths;
- expressing appreciation for our colleagues' time, efforts and contributions;
- encouraging multiple perspectives.

INTEGRITY
We demonstrate Integrity by supporting an honest and ethical environment by:

- respecting confidentiality and acting in a trustworthy manner;
- being accountable for our actions and adhering to policies and procedures;
- making decisions that are fiscally and socially responsible.

COLLABORATION
We demonstrate Collaboration by working internally and externally toward shared goals to create a more positive outcome by:

- actively listening, responding to others with empathy;
- practicing open and honest communication and sharing information that is essential for success;
- using positive humor to foster a healthy and enjoyable environment.

EXCELLENCE
We demonstrate Excellence by setting and pursuing high standards of professionalism and competency by:

- providing exceptional service to all while demonstrating pride in our work;
- welcoming new challenges and seeking opportunities for growth and development;
- encouraging and empowering each of us to achieve our best.

2021-2022
Fact Book

Avis Proctor, Ed.D.
President

Fall 2021

William Rainey Harper College
Institutional Research
Katherine Coy, Ph.D., Director
1200 West Algonquin Road
Palatine, Illinois 60067-7398
Phone: 847.925.6950

Board of Trustees

The College is governed by a seven-member Board elected by the voters of Community College District No. 512 in April every two-years, and one student representative, who has an advisory vote, elected by the student body for a one-year term. The Board meets twice a month; the Committee of the Whole meeting is held the second Wednesday of each month at 5 p.m. and the Board of Trustees meeting is held the third Wednesday of each month at 6 p.m., except as noted in the Board approved calendar.

For questions or comments, please contact:

>   **Board Liaison Office**
>   847.925.6668
>   trustees@harpercollege.edu

For further information, see link. harpercollege.edu/about/leadership/board/index.php

Avis Proctor, Ed.D.
President
Harper College

Preface

The Fact Book is designed to provide easy access to commonly asked questions about Harper College. It contains chapters regarding the following areas: General Information, Organization and Administration, Credit Students, Workforce Solutions, Finances, Facilities, Human Resources, Support Services, and Recognitions/Awards.

Individuals from every area of the College provided information contained in sections of the Fact Book. The Office of Institutional Research would like to acknowledge and thank all the individuals and units of the College for their cooperation and assistance.

Questions and comments regarding the Fact Book are encouraged, as we want to continually improve the Fact Book. Please e-mail your comments and suggestions to oir@harpercollege.edu or call us at 847.925.6950.

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General Information

Chapter I
General Information

Harper College Institutional Profile

Main Campus:

1200 West Algonquin Road
Palatine, Illinois 60067-7398
847.925.6000
harpercollege.edu/

Extension Locations:

Harper Professional Center (HPC)
650 E. Higgins Road
Schaumburg, IL 60173
847.925.6066

Learning and Career Center (LCC)
1375 S. Wolf Road
Prospect Heights, IL 60070
847.925.6212

Northwest Community Hospital (NCH)
800 W. Central Road
Arlington Heights, IL 60005
847.618.1000

Institutional Type: Comprehensive Community College

District: Community College District 512: Comprised of Township High School Districts 211, 214, and Community Unit School District 220

District Population: 530,885 (Source: American Community Survey Estimates 2015-2019)

Municipalities: Arlington Heights, Barrington, Barrington Hills, Buffalo Grove*, Carpentersville*, Deer Park*, Des Plaines*, Elk Grove Village, Fox River Grove*, Hanover Park*, Hoffman Estates*, Inverness, Lake Barrington, Mount Prospect, North Barrington, Palatine, Prospect Heights, Rolling Meadows, Roselle*, Schaumburg*, South Barrington, Tower Lakes, Wheeling
*Portions of these communities included in the district

Institutional Accreditation: Higher Learning Commission (HLC)

Harper College Institutional Profile (continued)

Enrollment: 12,015 (Source: ICCB E1 Files 10th Day Enrollment Census Fall 2021)

Student Characteristics: Fall Credit 2021 Enrollment
- Gender: 56% Female, 44% Male

- Race/Ethnicity: 14% Asian
  - 4% Black or African American
  - 30% Hispanic or Latino
  - 47% White
  - 5% Other

- Residency Status: 84% In-district; 15% Out-of-district; <1% Out-of-state

- Age Groups: 28% Age 18 & under
  - 44% Age 19-24
  - 27% Over Age 25

Student Success: 35% Graduation rate; 23% Transfer rate
(2017 IPEDS cohort, FY 2021 IPEDS Graduation Rate Component Data Summary)

Employees: 1,480 (Fall 2021)

Faculty (Credit Instructional Staff) Headcount: 593 Total Credit Instructional Staff
201 Full-Time & 392 Part-Time

Non-Faculty Headcount: 887 Total Non-Faculty
510 Full-Time & 377 Part-Time (238 Part-Time Non-Faculty, 139 Part-Time CE Instructional Staff)

Academic Calendar: Semester – Fall/Spring/Summer

Finances: $123,066,531 Total Revenue, $105,698,481 Total Operating Expenditures for the year ending June 30, 2021

Tuition Per Credit Hour, 2021-22: In-District: $133.50 per credit hour, Out-of-District: $390.50 per credit hour, Out-of-State: $466.00 per credit hour, International Student: $466.00 per credit hour, Required fees: $570 required fees annually for full-time attendance

Students Awarded Financial Aid: 39% of Harper students received some form of Financial Aid (excluding loans); 24% of Harper students received PELL Grants; 4% of Harper students received Federal Student Loans (Source: IPEDS Financial Aid Survey 2019-2020)

Harper College Institutional Profile (continued)

Degrees/Certificates Awarded:
- Associate in Arts (AA)
- Associate in Applied Science (AAS)
- Associate in Engineering Science (AES)
- Associate in Fine Arts – Art (AFA-A)
- Associate in Fine Arts – Music (AFA-M)
- Associate of General Studies (AGS)
- Associate in Science (AS)
- Certificates (Various)

Academic Divisions:
- Business and Social Science
- Career and Technical Programs
- Enrollment Services
- Health Careers
- Liberal Arts
- Mathematics and Science
- Resources for Learning/Library Services
- Student Affairs

Harper College Institutional Profile (continued)

History of Harper College
The story of Harper College parallels the history of the community college movement in Illinois, an educational phenomenon in the 1960s. In 1967, Harper's first faculty members were hired, and classes for 1,725 students were begun in temporary facilities in September. harpercollege.edu/about/history

Harper College Mission
Harper College enriches its diverse communities by providing quality, affordable, and accessible education. Harper College, in collaboration with its partners, inspires the transformation of individual lives, the workforce, and society. harpercollege.edu/about/leadership/mission.php

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We value Respect, Integrity, Collaboration and Excellence. We guide our work and support our philosophy, mission and vision by these core values. harpercollege.edu/about/leadership/mission.php

Community College District 512 Map
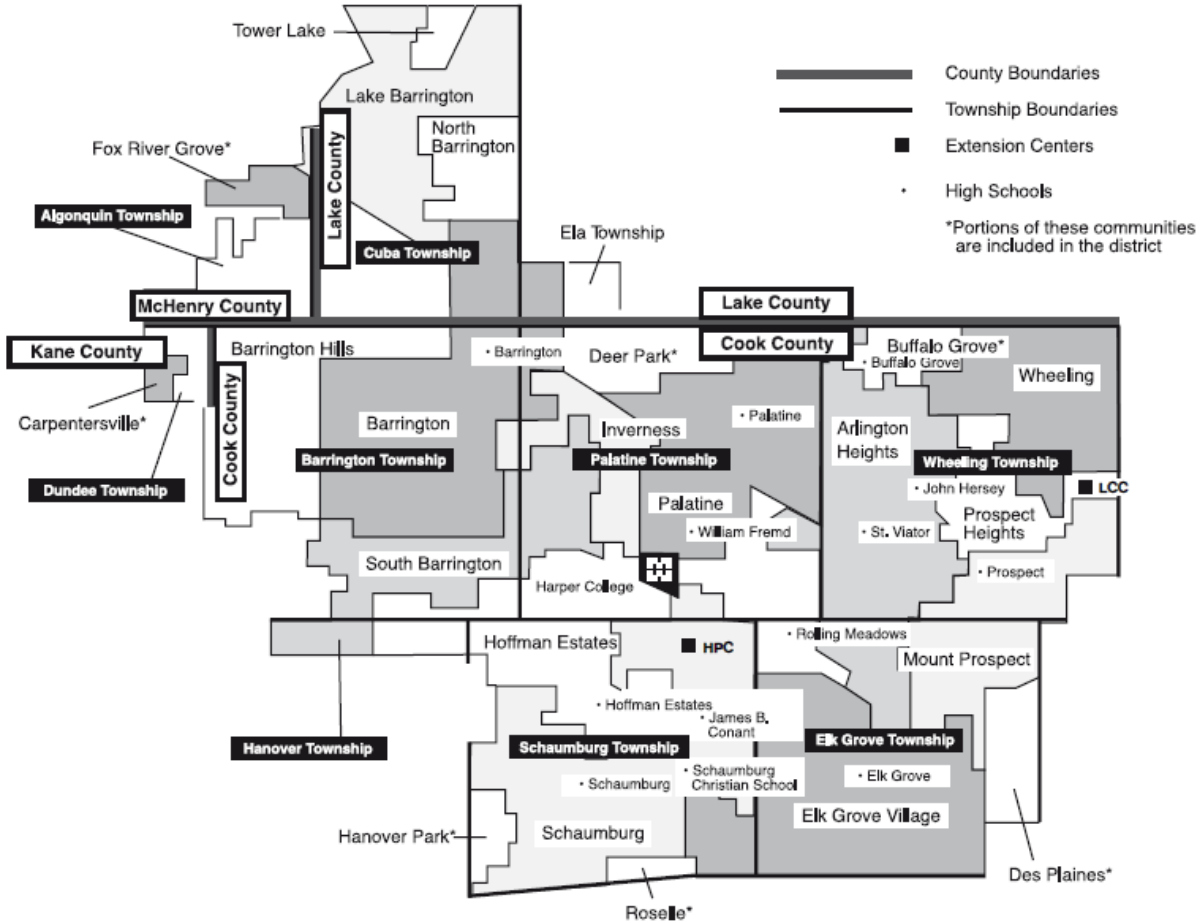
Source: 2021-2022 College Plan

Exhibit 1.1. Gender by Age for Harper's District

Census Age Groups	Male		Female		Total Population	
	N	%	N	%	N	%
Under 5	16,856	6.4%	16,314	6.1%	33,170	6.2%
5-9	17,675	6.8%	15,314	5.7%	32,989	6.2%
10-14	16,166	6.2%	17,671	6.6%	33,837	6.4%
15-17	11,026	4.2%	9,518	3.5%	20,544	3.9%
18-19	5,071	1.9%	4,139	1.5%	9,210	1.7%
20	2,244	0.9%	1,940	0.7%	4,184	0.8%
21	2,070	0.8%	1,828	0.7%	3,898	0.7%
22-24	8,135	3.1%	7,960	3.0%	16,095	3.0%
25-29	16,953	6.5%	16,183	6.0%	33,136	6.2%
30-34	19,376	7.4%	19,243	7.1%	38,619	7.3%
35-39	18,745	7.2%	17,932	6.7%	36,677	6.9%
40-44	18,273	7.0%	17,308	6.4%	35,581	6.7%
45-49	18,144	6.9%	18,604	6.9%	36,748	6.9%
50-54	18,049	6.9%	18,761	7.0%	36,810	6.9%
55-59	18,366	7.0%	19,441	7.2%	37,807	7.1%
60-61	7,390	2.8%	8,315	3.1%	15,705	3.0%
62-64	9,362	3.6%	10,098	3.7%	19,460	3.7%
65-66	6,032	2.3%	6,529	2.4%	12,561	2.4%
67-69	7,086	2.7%	8,452	3.1%	15,538	2.9%
70-74	9,000	3.4%	11,158	4.1%	20,158	3.8%
75-79	6,569	2.5%	9,006	3.3%	15,575	2.9%
80-84	4,987	1.9%	6,252	2.3%	11,239	2.1%
85+	3,799	1.5%	7,545	2.8%	11,344	2.1%
Total Gender	**261,374**	**100%**	**269,511**	**100%**	**530,885**	**100%**

Source: American Community Survey Estimates (2015-2019), B01001

Composite Margin of Error: +/- 1,573

Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Exhibit 1.2. Percent District Residents by Age Group Served by Harper

Age Groups	Harper District Population**		All In-District Enrollment (FY 2021)*		Percent of <u>All</u> In-District Students Attending Harper
	N	%	N	%	
17 & Under	120,540	22.7%	2,331	11.9%	**1.9%**
18-24	33,387	6.3%	11,971	61.2%	**35.9%**
25-34	71,755	13.5%	3,033	15.5%	**4.2%**
35-44	72,258	13.6%	1,208	6.2%	**1.7%**
45-54	73,558	13.9%	609	3.1%	**0.8%**
55 & Over	159,387	30.0%	416	2.1%	**0.3%**
Total	**530,885**	**100%**	**19,568**	**100%**	**3.7%**

Source: American Community Survey Estimates (2015-2019), B01001 and Cognos

Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

*Age calculated at end of FY in order to minimize discrepancies in age group variation, enrollment data is as of 10/26/2021

** The most currently available Census data for Harper's District Population is from 2015-2019

Exhibit 1.3. Race/Ethnicity of Harper District by High School District

Race/Ethnicity		District 211		District 214		District 220		Harper District	
		N	%	N	%	N	%	N	%
Hispanic or Latino		39,678	**16.9%**	46,748	**18.6%**	4,654	**10.4%**	91,080	**17.2%**
Not Hispanic or Latino	White alone	138,346	58.8%	166,349	66.3%	33,071	74.2%	337,766	63.6%
	African American alone	8,112	3.4%	5,010	2.0%	487	1.1%	13,609	2.6%
	American Indian or Alaska Native alone	436	0.2%	360	0.1%	7	0.0%	803	0.2%
	Asian alone	42,568	18.1%	27,859	11.1%	5,464	12.3%	75,891	14.3%
	Native Hawaiian or other Pacific Islander alone	186	0.1%	95	0.0%	146	0.3%	427	0.1%
	Some other race alone	444	0.2%	167	0.1%	97	0.2%	708	0.1%
	Two or more races	5,586	2.4%	4,380	1.7%	635	1.4%	10,601	2.0%
	Total Not Hispanic	**195,678**	**83.1%**	**204,220**	**81.4%**	**39,907**	**89.6%**	**439,805**	**82.8%**
Grand Total		**235,356**	**100%**	**250,968**	**100%**	**44,561**	**100%**	**530,885**	**100%**

Source: American Community Survey Estimates (2015-19), B03002

Composite Margin of Error: +/- 2,485

Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Exhibit 1.4.a Educational Attainment (25 years and over) Average Salaries

Education Level	District 211		District 214		District 220	
	Estimate Average Salary	Margin of Error	Estimate Average Salary	Margin of Error	Estimate Average Salary	Margin of Error
Total:	$ 50,989	±1,130	$ 48,293	±1,138	$ 70,610	±4,006
Less than high school graduate	$ 25,214	±1,340	$ 27,386	±2,067	$ 21,855	±7,232
High school graduate (includes equivalency)	$ 33,723	±3,213	$ 34,318	±2,537	$ 30,699	±8,036
Some college or associate's degree	$ 43,114	±1,589	$ 42,291	±1,125	$ 47,885	±8,061
Bachelor's degree	$ 62,202	±1,845	$ 62,004	±1,761	$ 81,552	±7,321
Graduate or professional degree	$ 82,215	±3,416	$ 77,564	±3,072	$ 108,988	±5,572

Source: American Community Survey Estimates (2015-19); B20004 (Calculated in 2019 nflation-adjusted dollars)
Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Exhibit 1.4.b Educational Attainment (25 years and over) by Category

Category	Counts	Percent
District Population aged 25 and over	376,958	
Some college, less than 1 year	19,771	5.2%
Some college, 1 or more years, no degree*	47,522	12.6%
Associate's degree	27,092	7.2%
Bachelor's degree	112,192	29.8%
Master's degree	52,723	14.0%
Professional school degree	9,255	2.5%
Doctorate degree	4,708	1.2%

*Approximately 10% of those with some college have earned an educational certificate.
Source: American Community Survey Estimates (2015-2019), B15002
Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Exhibit 1.5. Status of Housing Units in Harper District by High School District

Housing Status	N	%
District 211 Housing Units	**93,526**	**44.0%**
Owner Occupied	61,097	65.3%
Renter Occupied	27,518	29.4%
Vacant	4,911	5.3%
District 214 Housing Units	**102,301**	**48.2%**
Owner Occupied	68,910	67.4%
Renter Occupied	28,280	27.6%
Vacant	5,111	5.0%
District 220 Housing Units	**16,606**	**7.8%**
Owner Occupied	14,013	84.4%
Renter Occupied	1,722	10.4%
Vacant	871	5.2%
Total Housing Units in Harper District*	**212,433**	**100%**
Owner Occupied	144,020	67.8%
Renter Occupied	57,520	27.1%
Vacant	10,893	5.1%

Source: American Community Survey Estimates (2015-2019), DP04

Composite Margin of Error: +/- 1,211

*Total Housing Units in Harper District excludes the small number of housing units from HS District 155 (Cary Grove HS)

Exhibit 1.6. Household Information of Harper District Resident

Household Size, Household Type, and Presence of Children				N	%
1 Person Household	Male Householder			22,432	11.1%
	Female Householder			30,256	15.0%
	Sub-Total			**52,688**	**26.1%**
2 or More Person Household	Family Households	Married Couple Family	With Own Children Under 18	48,624	24.1%
			No Own Children Under 18	65,250	32.4%
			Sub-Total	**113,874**	**56.5%**
		Other Family	Male Householder, No Spouse Present — No Own Children Under 18	4,678	2.3%
			Male Householder, No Spouse Present — With Own Children Under 18	3,087	1.5%
			Sub-Total	**7,765**	**3.9%**
			Female Householder, No Spouse Present — No Own Children Under 18	8,991	4.5%
			Female Householder, No Spouse Present — With Own Children Under 18	8,420	4.2%
			Sub-Total	**17,411**	**8.6%**
			Sub-Total	**25,176**	**12.5%**
		Sub-Total		**139,050**	**69.0%**
	Non-Family Households	Male Householder		5,460	2.7%
		Female Householder		4,342	2.2%
		Sub-Total		**9,802**	**4.9%**
	Sub-Total			**148,852**	**73.9%**
Total Households				**201,540**	**100%**

Source: American Community Survey Estimates (2015-2019) HS Districts 211, 214, 220;B11001, B11003, B11010

Composite Margin of Error: +/- 1,573

Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Exhibit 1.7. Population Estimates of Harper District Municipalities

Geography	Total Population in 2010 (Number)	Total Population in 2020 (Number)*	Change in Population, 2010-2020 (Percent)
Illinois	**12,830,632**	**12,587,530**	**-1.89**
Arlington Heights	75,101	73,999	-1.47
Barrington	10,327	10,178	-1.44
Barrington Hills	4,209	4,152	-1.35
Elk Grove Village	33,127	31,831	-3.91
Hoffman Estates	51,895	50,495	-2.70
Inverness	7,399	7,303	-1.30
Lake Barrington	4,973	4,840	-2.67
Mount Prospect	54,167	53,299	-1.60
North Barrington	3,047	2,938	-3.58
Palatine	68,557	66,830	-2.52
Prospect Heights	16,256	15,702	-3.41
Rolling Meadows	24,099	23,246	-3.54
Schaumburg	74,227	72,049	-2.93
South Barrington	4,565	4,976	9.00
Tower Lakes	1,283	1,219	-4.99
Wheeling	37,648	38,958	3.48

Source: 2010 Census and Vintage 2020 Population Estimates, Illinois Subcounty Population Dataset
*Population estimates as of July 1, 2021
Due to the timeline of the Census Data release, the most currently available data for this table is from 2010-2020

Exhibit 1.8. Unemployment Rate

Village or City with Population of 25,000 or More	May 2018 Labor Force N	May 2018 Unemployed N	May 2018 Unemployed %	May 2019 Labor Force N	May 2019 Unemployed N	May 2019 Unemployed %	May 2020 Labor Force N	May 2020 Unemployed N	May 2020 Unemployed %	May 2021 Labor Force N	May 2021 Unemployed N	May 2021 Unemployed %
Arlington Hts.	40,685	1,043	2.6%	40,600	1,032	2.5%	39,263	4,694	12.0%	38,679	1,897	4.9%
Elk Grove	18,896	513	2.7%	18,768	533	2.8%	18,692	2,834	15.2%	17,987	1,033	5.7%
Hoffman Estates	29,698	776	2.6%	29,611	880	3.0%	29,188	4,139	14.2%	28,244	1,556	5.5%
Mount Prospect	29,061	707	2.4%	28,875	740	2.6%	28,608	3,779	13.2%	27,793	1,437	5.2%
Palatine	38,817	972	2.5%	38,715	1,062	2.7%	37,658	4,878	13.0%	36,806	1,994	5.4%
Schaumburg	43,693	1,136	2.6%	43,513	1,246	2.9%	42,728	5,950	13.9%	41,407	2,352	5.7%
Wheeling	22,395	563	2.5%	22,479	579	2.6%	22,416	3,027	13.5%	21,841	1,200	5.5%
Chicago MSA*	**4,854,081**	**164,413**	**3.4%**	**4,860,592**	**170,175**	**3.5%**	**4,806,063**	**733,053**	**15.3%**	**4,702,688**	**346,714**	**7.4%**
Illinois	**6,468,648**	**228,303**	**3.5%**	**6,463,675**	**233,477**	**3.6%**	**6,283,576**	**931,965**	**14.8%**	**6,172,208**	**413,924**	**6.7%**
USA	**161,765,000**	**5,756,000**	**3.6%**	**162,655,000**	**5,503,000**	**3.4%**	**157,975,000**	**20,514,000**	**13.0%**	**160,607,000**	**8,829,000**	**5.5%**

Source: US Department of Labor www.bls.gov

* Chicago-Naperville-Elgin, IL-IN-WI Metropolitan Statistical Area

As of October 26, 2021

Exhibit 1.9. Income and Benefits by High School Districts in Harper District

Income Level	District 211		District 214		District 220		Harper District	
	N	%	N	%	N	%	N	%
Less than $10,000	2,603	2.9%	3,478	3.6%	515	3.3%	6,596	3.3%
$10,000 to $14,999	1,409	1.6%	2,465	2.5%	276	1.8%	4,150	2.1%
$15,000 to $24,999	4,895	5.5%	6,406	6.6%	498	3.2%	11,799	5.9%
$25,000 to $34,999	5,123	5.8%	6,716	6.9%	567	3.6%	12,406	6.2%
$35,000 to $49,999	9,743	11.0%	10,432	10.7%	931	5.9%	21,106	10.5%
$50,000 to $74,999	15,114	17.1%	16,493	17.0%	1,724	11.0%	33,331	16.5%
$75,000 to $99,999	13,500	15.2%	13,130	13.5%	1,530	9.7%	28,160	14.0%
$100,000 to $149,999	17,244	19.5%	18,723	19.3%	2,751	17.5%	38,718	19.2%
$150,000 to $199,999	9,799	11.1%	8,996	9.3%	2,028	12.9%	20,823	10.3%
$200,000 or more	9,185	10.4%	10,351	10.7%	4,915	31.2%	24,451	12.1%
Total households	**88,615**	**100%**	**97,190**	**100%**	**15,735**	**100%**	**201,540**	**100%**
Median household income (dollars)	84,759		80,064		132,069		N/A	
Mean household income (dollars)	106,957		103,888		181,853		N/A	

Source: American Community Survey Estimates (2015-2019), DP03

(Calculated in 2018 inflation-adjusted dollars; benefits defined as Social Security, retirement pensions, Supplemental Security, and public assistance)

Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Exhibit 1.10. Poverty Levels in Harper District by High School District

	Poverty Levels			
	District 211	District 214	District 220	Harper District
All families	5.2%	4.3%	3.0%	4.2%
With related children under 18 years	8.3%	6.4%	4.2%	6.3%
With related children under 5 years only	5.7%	6.5%	0.0%	4.1%
Married couple families	2.9%	3.1%	1.7%	2.6%
With related children under 18 years	3.9%	3.7%	1.7%	3.1%
With related children under 5 years only	2.6%	3.2%	0.0%	1.9%
Families with female householder, no spouse present	16.2%	12.0%	17.1%	15.1%
With related children under 18 years	26.4%	21.8%	20.7%	23.0%
With related children under 5 years only	29.6%	36.2%	0.0%	21.9%
All people	7.0%	6.6%	4.8%	6.1%
Under 18 years	10.8%	7.9%	5.7%	8.1%
Related children under 18 years	10.8%	7.8%	5.5%	8.0%
Related children under 5 years	10.8%	8.1%	1.8%	6.9%
Related children 5 to 17 years	10.8%	7.7%	6.2%	8.2%
18 years and over	5.9%	6.2%	4.5%	5.5%
18 to 64 years	5.9%	5.7%	3.9%	5.2%
65 years and over	5.8%	8.1%	6.2%	6.7%
People in families	5.8%	4.8%	3.3%	4.6%
Unrelated individuals 15 years and over	13.2%	15.9%	19.0%	16.0%

Source: American Community Survey Estimates (2015-19), DP03

Due to the timeline of the Census Data release, the most currently available data for this table is from 2015-2019

Accreditations, Affiliations, Certifications

Accreditations
Harper College is fully accredited by the Higher Learning Commission, 230 South LaSalle Street, Suite 7-500, Chicago, IL, 60604; 800.621.7440
Accreditation: Harper College

Affiliations
The Harper College division offices are members of many different associations. Please refer to the list at Harper College Fall 2021-2022 Handbook.

Certifications
Harper College has many third-party certifications, including the Autodesk, Amazon, Cisco, CompTIA Learning Alliance, Intuit QuickBooks, Microsoft Partner for Learning Solutions, Oracle Workforce Development Program, Project Management, VMware, and more. A complete list is available in the Harper College Fall 2021-2022 Handbook.

Harper College Educational Foundation

Harper College Educational Foundation
The Harper College Educational Foundation was established in 1973. Since its inception, the Foundation's mission has been to support the educational service of William Rainey Harper College and, to this end, to receive, invest and steward contributions for the financial support and benefit of the College in accordance with the Foundation's policy and donor specifications.

Through the years, the Foundation has matured into a not-for-profit organization that has instituted best practices for foundations affiliated with public community colleges. Its Board of Directors continues to monitor those practices and procedures in order to improve the operations of the Foundation. By forging strong relationships with community and corporate leaders, the Foundation has helped to create a nationally recognized community college and a strong foundation for the future.
Harper College Educational Foundation: Harper College

Harper College Scholarships
Nearly 11,000 students were awarded more than $26 million in scholarships, grants and tuition waivers through Harper College in 2020-2021.   For a list of the different types of scholarships, see link below.
https://www.harpercollege.edu/registration/financialaid/scholarships/index.php

Illinois Community College System Overview

Illinois Community College System

The Illinois Community College Board, as the state coordinating board for community colleges, administers the Public Community College Act in a manner that maximizes the ability of the community colleges to serve their communities. For further information, see link. http://www2.iccb.org/iccb/

Illinois Community College System Overview

Harper College is one of the colleges in the Illinois Community College System. For further information, see link. http://www2.iccb.org/iccb/

Federal Legislators in Harper College District

U.S Senators		
Richard Durbin (D)		https://www.durbin.senate.gov
Tammy Duckworth (D)		https://www.duckworth.senate.gov

U.S Representatives		
Sean Casten	Congressional District 6	https://casten.house.gov/
Raja Krishnamoorthi (D)	Congressional District 8	https://krishnamoorthi.house.gov
Jan Schakowsky (D)	Congressional District 9	https://schakowsky.house.gov
Brad Schneider (D)	Congressional District 10	https://schneider.house.gov

State Legislators in Harper College District

Illinois State Senators		
Cristina Castro (D)	Senate District 22	senatorcristinacastro.com/
Dan McConchie (R)	Senate District 26	senatormcconchie.com/
Ann Gillespie (D)	Senate District 27	senatoranngillespie.org/
Laura M. Murphy (D)	Senate District 28	senatorlauramurphy.com/
Julie A. Morrison (D)	Senate District 29	senatorjuliemorrison.com/
Adriane Johnson (D)	Senate District 30	senatoradrianejohnson.com/
Illinois State Representatives		
Fred Crespo (D)	House District 44	https://fredcrespo.com/
Chris Bos (R)	House District 51	https://www.chrisbos.us/
Martin McLaughlin (R)	House District 52	https://repmclaughlin.com/
Mark Walker (D)	House District 53	staterepwalker.com
Tom Morrison (R)	House District 54	morrison54.com
Martin Moylan (D)	House District 55	staterepmoylan55.com
Michelle Mussman (D)	House District 56	https://ilhousedems.com/project/rep-michelle-mussman/
Jonathan Carroll (D)	House District 57	https://repjonathancarroll.com/
Daniel Didech (D)	House District 59	https://www.repdidech.com/

Chapter II
Organization and Administration

Chapter II
Organization and Administration

Harper College Executive Cabinet

- Dr. Avis Proctor, President
- Laura Brown, Vice President and Chief Advancement Officer
- Dr. Maria Coons, Vice President of Strategic Alliances and Innovation/Board Liaison
- Rob Galick, Executive Vice President of Finance and Administrative Services
- Dr. MaryAnn Janosik, Provost
- Dr. Tamara Johnson, Vice President of Diversity, Equity, and Inclusion
- Jeff Julian, Chief of Staff
- Darlene Schlenbecker, Vice President of Planning, Research, and Institutional Effectiveness
- Dr. Michelé Smith, Vice President of Workforce Solutions

Administrative Organization Chart FY22

Harper College

Community

Board of Trustees

Attorneys

Auditor

Harper Leadership Organization Chart FY22

Avis Proctor
President
EC & PLC

Darlene Schlenbecker
Vice President of Planning, Research and Institutional Effectiveness
EC & PLC

Maria Coons
Vice President of Strategic Alliances and Innovation/ Board Liaison
EC & PLC

Laura Brown
Vice President/Chief Advancement Officer
EC & PLC

Jeff Julian
Chief of Staff
EC & PLC

Michelé Smith
Vice President of Workforce Solutions
EC & PLC

Tamara A. Johnson
Vice President of Diversity, Equity and Inclusion
EC & PLC

Rob Galick
EVP Finance and Administrative Services
EC & PLC

Katherine Coy
Director of Institutional Research
PLC

Heather Zoldak
Associate Executive Director of Foundation/ Major Gifts
PLC

Mike Barzacchini
Director Marketing Services
PLC

Kim Pohl
Director of Communications (Non-Administrator)
PLC

Kathleen Canfield
Director Job Placement Resource Center
PLC

Scott Cashman
Manager of Community Education (Non-Administrator)
PLC

Vacant (Spayer)
Chief Human Resources Officer
PLC

Robert Grapenthein
Controller
PLC

Susanne Brock
Associate Executive Director of Grants (Non-Administrator)
PLC

MaryAnn Janosik
Provost
EC & PLC

Vacant (Knight)
Executive Director of Facilities Management
PLC

Riaz Yusuff
Chief Information Officer
PLC

Claudia Mercado
Associate Provost Student Affairs
PLC

Travaris Harris
Interim Associate Provost, Academics
PLC

Jaime Riewerts
Dean Liberal Arts
PLC

Bob Parzy
Associate Provost, Enrollment Services
PLC

Kimberly Chavis
Dean Health Careers
PLC

David Richmond
Faculty Senate President (Non-Administrator)
PLC

Steve Petersen
Campus Architect

Sue Contarino
Director Client Systems

Vacant (Atkinson)
Dean Student Development

Mary Kay Harton
Dean of Students

Njambi Kamoche
Dean Resources for Learning

Michael Bates
Dean Teaching, Learning and Distance Education
PLC

Kimberley Polly
Dean Math and Science
PLC

Laura McGee
Director Student Financial Assistance

Jennifer Smith
Director of Nursing

John Lawson
Chief of Police

Kristin Hoffhines
Associate Dean Advising Services

Doug Spiwak
Director Athletics and Fitness

VACANT (Trout)
Associate Dean Interdisciplinary Student Success

Joanne Ivory
Dean Career and Technical Programs
PLC

Darice Trout
Interim Dean Business/Social Science
PLC

Nicci Cisarik De Jesus
Director Admissions Outreach

Andrea Fiebig
Director Adult Educational Development

Sue Skora
Registrar and Interim Sr. Director of Enrollment Services

EC - Executive Cabinet
PLC - President's Learning Council

As of January 1, 2022

Chapter III
Credit Students

Chapter III
Credit Students

Fall Semester (10th Day) Profiles of Enrolled Credit Students

Exhibit 3.1. Number of Fall Credit Students by Full-Time/Part-Time Status

■ Full-Time: 12 or more hours ■ Part-Time: 6 to Less Than 12 hours ■ Part-Time: Less Than 6 Hours

	Full-Time: 12 or more hours	Part-Time: 6 to Less Than 12 hours	Part-Time: Less Than 6 Hours
Fall 2021	33%	36%	31%
Fall 2020	36%	36%	28%
Fall 2019	34%	37%	29%
Fall 2018	34%	37%	29%
Fall 2017	36%	35%	30%

Enrollment Status	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
	N	%	N	%	N	%	N	%	N	%
Full-Time: 12 or more hours	4,882	35.5%	4,606	34.0%	4,519	33.5%	4,405	36.1%	4,010	33.4%
Part-Time: 6 to Less Than 12 hours	4,762	34.6%	4,965	36.7%	4,983	37.0%	4,337	35.6%	4,263	35.5%
Part-Time: Less Than 6 Hours	4,105	29.9%	3,959	29.3%	3,975	29.5%	3,457	28.3%	3,742	31.1%
Total Part-Time	8,867	64.5%	8,924	66.0%	8,958	66.5%	7,794	63.9%	8,005	66.6%
Total Headcount (100%)	13,749		13,530		13,477		12,199		12,015	
FTE	7,908		7,740		7,713		7,264		6,862	

Source: ICCB E1 Files (10th Day Enrollment)

Official counts submitted to ICCB may differ from counts reported by Enrollment Services (Registrar) due to different reporting requirements.

Exhibit 3.2. Number of Fall Credit Students by Residency Status

Residency Status	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
	N	%	N	%	N	%	N	%	N	%
In District	11,859	86.3%	11,693	86.4%	11,580	85.9%	10,404	85.3%	10,144	84.4%
Out of District	1,763	12.8%	1,747	12.9%	1,795	13.3%	1,696	13.9%	1,777	14.8%
Out of State	12	0.1%	13	0.1%	10	0.1%	9	0.1%	25	0.2%
Foreign Country	115	0.8%	77	0.6%	92	0.7%	90	0.7%	69	0.6%
Total (100%)*	**13,749**		**13,530**		**13,477**		**12,199**		**12,015**	

Source: ICCB E1 Files (10th Day Enrollment)

Official counts submitted to ICCB may differ from counts reported by Enrollment Services (Registrar) due to different reporting requirements.
Columns may not add up to 100% due to rounding.

Exhibit 3.3. Number of Fall Credit Students by Student Enrollment Status

Student Category	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
First-time Student in College-Level Coursework	1,571	719	1,493	886	1,778	880	1,669	609	1,634	685
	32.2%	8.1%	32.4%	9.9%	39.3%	9.8%	37.9%	7.8%	40.7%	8.6%
New Pre-College Student	17	244	50	244	42	199	25	63	22	152
	0.4%	2.8%	1.1%	2.7%	0.9%	2.2%	0.6%	0.8%	0.5%	1.9%
Transfer Student	318	367	415	388	236	374	204	305	184	294
	6.5%	4.1%	9.1%	4.4%	5.2%	4.2%	4.6%	3.9%	4.6%	3.7%
Pre-College to College	60	207	51	188	50	195	29	113	24	112
	1.2%	2.3%	1.1%	2.1%	1.1%	2.2%	0.7%	1.4%	0.6%	1.4%
Previous Degree	227	1361	209	1,304	176	1,279	182	1,188	190	1,145
	4.7%	15.4%	4.5%	14.6%	3.9%	14.3%	4.1%	15.2%	4.7%	14.3%
Returning Student	383	1,249	158	937	142	854	144	658	179	805
	7.9%	14.1%	3.4%	10.5%	3.1%	9.5%	3.3%	8.4%	4.5%	10.1%
Continuing Student	2,304	3,806	2,223	3,897	2,074	3,898	2,150	3,464	1,777	3,026
	47.2%	42.9%	48.3%	43.7%	45.9%	43.5%	48.8%	44.4%	44.3%	37.8%
New General/Vocational Student	0	77	0	72	9	61	0	26	0	26
	0.0%	0.9%	0.0%	0.8%	0.2%	0.7%	0.0%	0.3%	0.0%	0.3%
High School Student	2	837	7	1008	12	1,218	2	1,368	0	1,756
	0.0%	9.4%	0.2%	11.3%	0.3%	13.6%	0.0%	17.6%	0.0%	21.9%
Total	**4,882**	**8,867**	**4,606**	**8,924**	**4,519**	**8,958**	**4,405**	**7,794**	**4,010**	**8,005**

Source: ICCB E1 Files (10th Day Enrollment).

Official counts submitted to ICCB may differ from counts reported by Enrollment Services (Registrar) due to different reporting requirements.

Columns may not add up to 100% due to rounding.

Exhibit 3.4. Gender of Fall Credit Students

Gender	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
	N	%	N	%	N	%	N	%	N	%
Male	6,226	45.3%	6,130	45.3%	6,118	45.4%	5,366	44.0%	5,313	44.2%
Female	7,523	54.7%	7,400	54.7%	7,359	54.6%	6,833	56.0%	6,702	55.8%
Total	13,749		13,530		13,477		12,199		12,015	

Source: ICCB E1 Files (10th Day Enrollment)

Official counts submitted to ICCB may differ from counts reported by Enrollment Services (Registrar) due to different reporting requirements.
Columns may not add up to 100% due to rounding.

Exhibit 3.5. Age Groups of Fall Credit Students

Legend: ■ 18 and Under ■ 19-24 ■ 25-28 ■ 29-33 ■ 34-38 ■ 39-42 ■ 43-47 ■ 48-52 ■ 53-57 ■ 58 and Over ■ Unknown

Fall 2021: 28% | 44% | 8% | 6% | 4% | 3% | 2% | 1% | 2% | 1% | 0%

Fall 2020: 25% | 47% | 10% | 6% | 4% | 2% | 2% | 1% | 1% | 1% | 0%

Fall 2019: 17% | 52% | 10% | 7% | 4% | 3% | 3% | 1% | 2% | 2% | 0%

Fall 2018: 23% | 46% | 10% | 7% | 5% | 3% | 3% | 1% | 2% | 1% | 0%

Fall 2017: 21% | 47% | 10% | 6% | 5% | 3% | 3% | 1% | 2% | 2% | 0%

Age Groups	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
	N	%	N	%	N	%	N	%	N	%
18 and Under	2,914	21.2%	3,111	23.0%	2,300	17.1%	3,087	25.3%	3,414	28.4%
19-24	6,401	46.6%	6,185	45.7%	6,977	51.8%	5,770	47.3%	5,328	44.3%
25-28	1,384	10.1%	1,297	9.6%	1,318	9.8%	1,172	9.6%	1,014	8.4%
29-33	889	6.5%	916	6.8%	934	6.9%	750	6.1%	727	6.1%
34-38	696	5.1%	657	4.9%	598	4.4%	491	4.0%	523	4.4%
39-42	421	3.1%	372	2.7%	365	2.7%	272	2.2%	299	2.5%
43-47	391	2.8%	359	2.7%	370	2.7%	248	2.0%	270	2.2%
48-52	269	2.0%	266	2.0%	236	1.8%	168	1.4%	177	1.5%
53-57	174	1.3%	178	1.3%	175	1.3%	120	1.0%	141	1.2%
58 and Over	209	1.5%	186	1.4%	203	1.5%	121	1.0%	121	1.0%
Unknown	1	0.0%	3	0.0%	1	0.0%	0	0.0%	1	0.0%
Total (100%)*	13,749		13,530		13,477		12,199		12,015	
Average Age	25		25		25		24		24	

Source: ICCB E1 Files (10th Day Enrollment).
*Official counts submitted to ICCB may differ from counts reported by Enrollment Services (Registrar) due to different reporting requirements.
Columns may not add up to 100% due to rounding.

Exhibit 3.6. Race/Ethnicity of Fall Credit Students
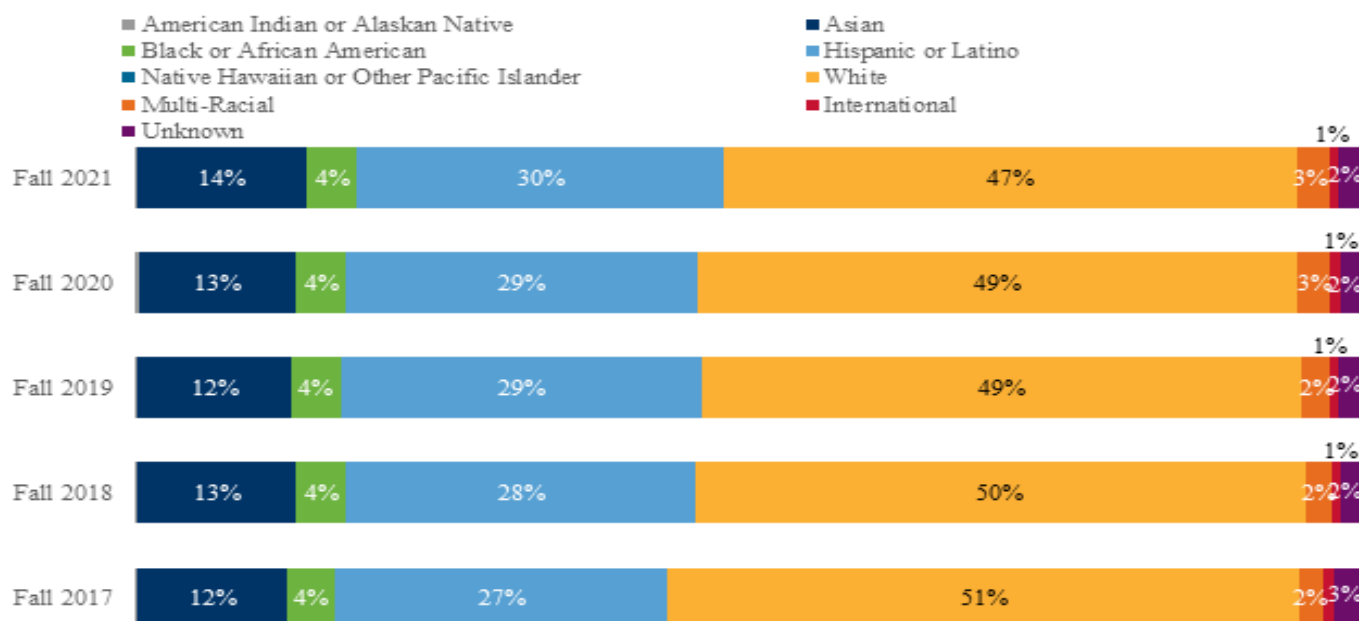
Race/Ethnicity	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
	N	%	N	%	N	%	N	%	N	%
American Indian or Alaskan Native	19	0.1%	28	0.2%	30	0.2%	34	0.3%	30	0.2%
Asian	1,669	12.1%	1,743	12.9%	1,665	12.4%	1,563	12.8%	1,644	13.7%
Black or African American	536	3.9%	546	4.0%	551	4.1%	488	4.0%	491	4.1%
Hispanic or Latino	3,708	27.0%	3,824	28.3%	3,946	29.3%	3,483	28.6%	3,571	29.7%
Native Hawaiian or Other Pacific Islander	11	0.1%	4	0.0%	5	0.0%	3	0.0%	0	0.0%
White	7,037	51.2%	6,704	49.5%	6,560	48.7%	5,938	48.7%	5,593	46.6%
Multi-Racial	278	2.0%	301	2.2%	309	2.3%	330	2.7%	317	2.6%
International	126	0.9%	91	0.7%	101	0.7%	93	0.8%	75	0.6%
Unknown	365	2.7%	289	2.1%	310	2.3%	267	2.2%	294	2.4%
Total (100%)	**13,749**		**13,530**		**13,477**		**12,199**		**12,015**	

Source: ICCB E1 Files (10th Day Enrollment)
Official counts submitted to ICCB may differ from counts reported by Enrollment Services (Registrar) due to different reporting requirements.
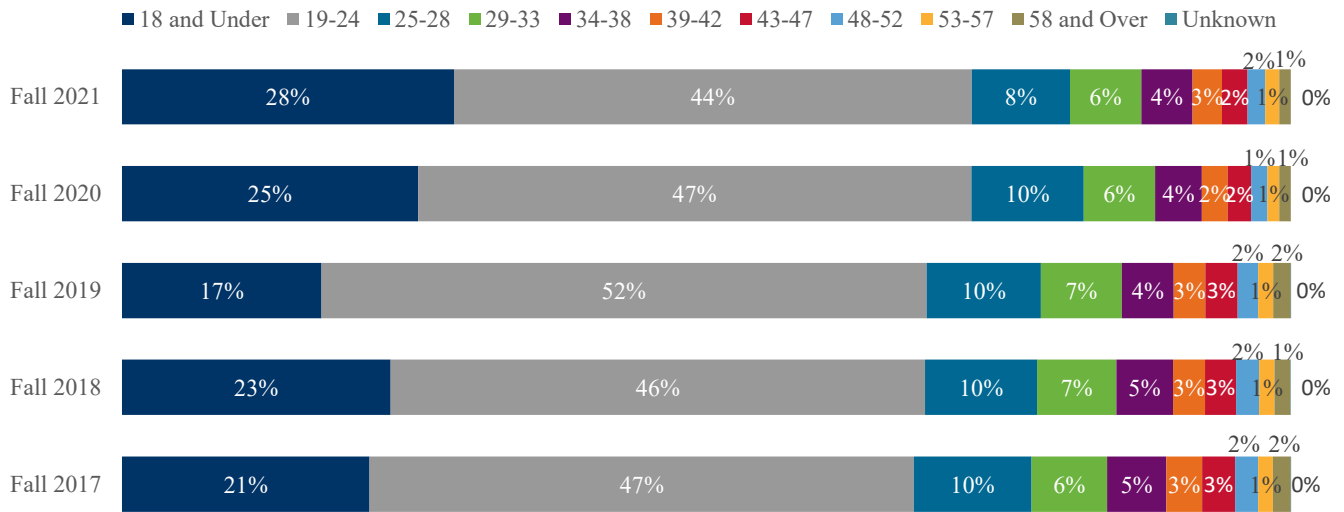Columns may not add up to 100% due to rounding.

Exhibit 3.7. Credit Students from In-District High Schools

Rank	In-District High School	Fall 2021 Enrollment	Percent of Harper's Total Fall 2021 Enrollment
1	Palatine High School	858	7.1%
2	James B Conant High School	838	7.0%
3	Schaumburg High School	830	6.9%
4	Hoffman Estates High School	674	5.6%
5	Rolling Meadows High School	614	5.1%
6	Barrington Community HS	610	5.1%
7	Elk Grove High School	597	5.0%
8	William Fremd High School	594	4.9%
9	Wheeling High School	579	4.8%
10	Buffalo Grove High School	526	4.4%
11	John Hersey High School	480	4.0%
12	Prospect High School	461	3.8%
13	Cary Grove High School	86	0.7%
14	Saint Viator High School	47	0.4%
	Total	7,794	64.9%

Source: ICCB E1 Files & Banner System
Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.8. Credit Students from Top 10 Out-of-District High Schools

Rank	Out-of-District High School	Fall 2021 Enrollment	Percent of Harper's Total Fall 2021 Enrollment
1	Streamwood High School	126	1.0%
2	Lake Zurich High School	96	0.8%
3	Huntley High School	84	0.7%
4	Maine West High School	75	0.6%
5	Dundee-Crown High School	72	0.6%
6	Adlai Stevenson High School	71	0.6%
7	Harry D Jacobs High School	68	0.6%
8	Lake Park High School	55	0.5%
9	Elgin High School	54	0.4%
10	Bartlett High School	44	0.4%
	Total	745	6.2%

Source: ICCB E1 Files & Banner System
*There is a small number of Cary Grove students who live in Harper's district.
Official counts submitted to ICCB may differ from counts by Enrollment Services due to different reporting requirements.
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Fiscal Year Profiles of Enrolled Credit Students

Exhibit 3.9. Annual Credit Student Headcounts by Fiscal Year and Semester
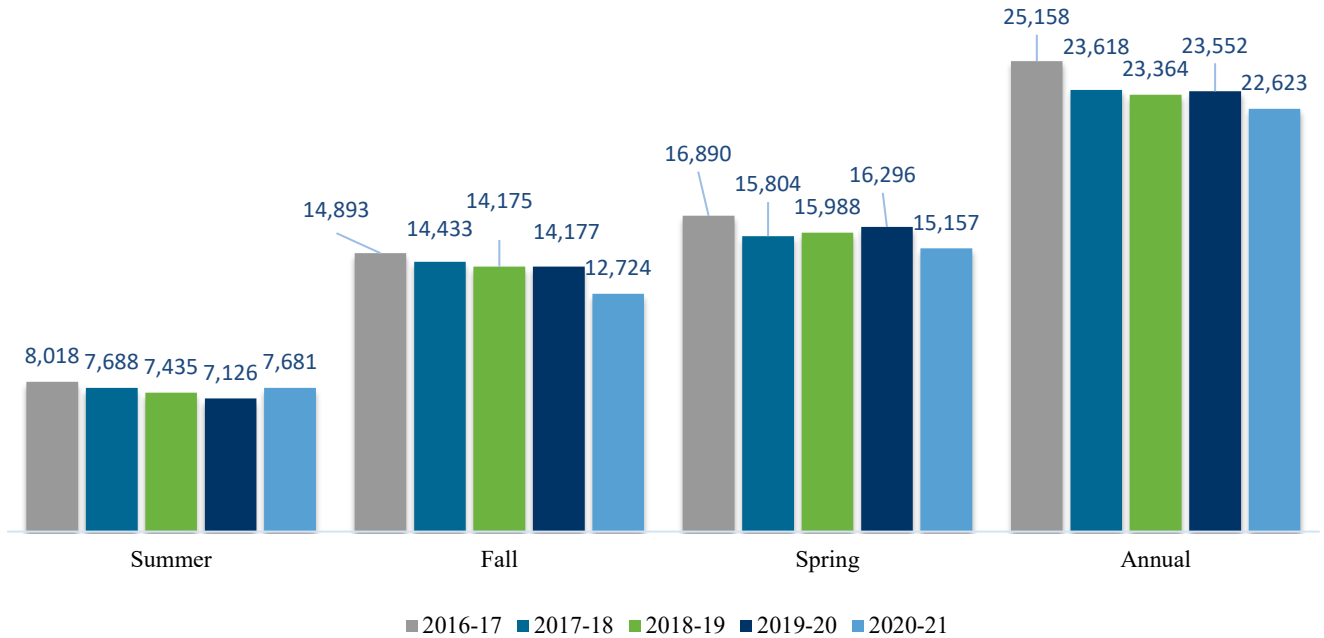
	2016-17	**2017-18**	**2018-19**	**2019-20**	**2020-21**
Annual Number of Students	25,158	23,618	23,364	23,552	22,623
Number of Students by Semester					
Summer	8,018	7,688	7,435	7,126	7,681
Fall	14,893	14,433	14,175	14,177	12,724
Spring	16,890	15,804	15,988	16,296	15,157

Source: ICCB A1 Files

Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.
A1 files represent end of term enrollment. Annual count is unduplicated. Semester counts are duplicative.

Exhibit 3.10. Full-Time Equivalent (FTE) by Fiscal Year and Semester
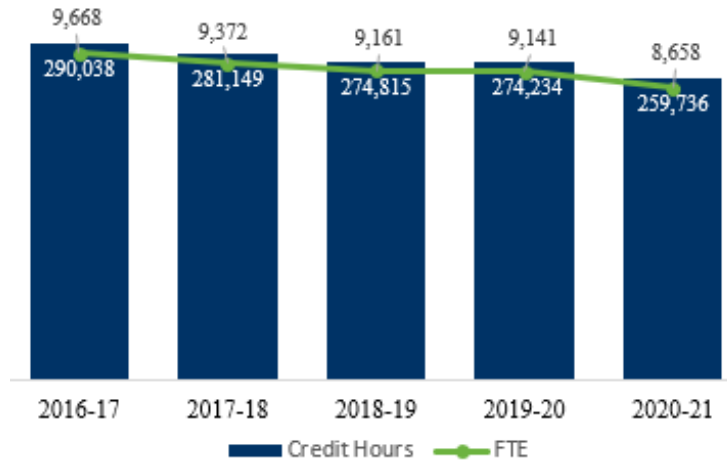
	2016-17		2017-18		2018-19		2019-20		2020-21	
	Credit Hours	FTE	Credit Hours	FTE	Credit Hours	FTE	Credit Hours	FTE	Credit Hours	FTE
Annual Number of FTE Students	**290,038**	**9,668**	**281,149**	**9,372**	**274,815**	**9,161**	**274,234**	**9,141**	**259,736**	**8,658**
Summer	35,072	5,845	33,674	5,612	33,009	5,501	31,542	5,257	36,399	6,067
Fall	127,003	8,467	123,632	8,242	120,227	8,015	119,750	7,983	111,374	7,425
Spring	127,963	8,531	123,844	8,256	121,580	8,105	122,943	8,196	111,959	7,464

Source: ICCB AC Files

Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

*Full Time Equivalent (FTE) for Fall and Spring is the number of credit hours divided by 15; for Summer, FTE is the number of credit hours divided by 6. Annualized FTE is calculated as the sum of credit hours divided by 30.

Exhibit 3.11. Number of Credit Students by Age Group and Fiscal Year

Fiscal Year 2020-2021 Age Groups

25-28
8

29-33
5

34-38
4

39-42
2

48-52
1

53-57
1

18 and Under
38

19-24
37

43-47
2

58 and Over
1

Age Groups	2016-17		2017-18		2018-19		2019-20		2020-21	
	N	%	N	%	N	%	N	%	N	%
18 and Under	7,465	29.7%	5,363	22.7%	7,466	32.0%	8,142	34.6%	8,504	37.6%
19-24	10,200	40.5%	10,573	44.8%	9,055	38.8%	8,890	37.7%	8,429	37.3%
25-28	2,145	8.5%	2,266	9.6%	1,948	8.3%	1,859	7.9%	1,771	7.8%
29-33	1,630	6.5%	1,592	6.7%	1,469	6.3%	1,399	5.9%	1,196	5.3%
34-38	1,145	4.6%	1,184	5.0%	1,048	4.5%	978	4.2%	853	3.8%
39-42	682	2.7%	688	2.9%	669	2.9%	596	2.5%	512	2.3%
43-47	730	2.9%	706	3.0%	608	2.6%	595	2.5%	486	2.1%
48-52	481	1.9%	500	2.1%	447	1.9%	410	1.7%	317	1.4%
53-57	325	1.3%	347	1.5%	300	1.3%	284	1.2%	267	1.2%
58 and Over	334	1.3%	392	1.7%	342	1.5%	385	1.6%	276	1.2%
Unknown	21	0.1%	7	0.0%	12	0.1%	14	0.1%	12	0.1%
Total Enrollment	25,158	100%	23,618	100%	23,364	100%	23,552	100%	22,623	100%
Average Age	24.2		25.0		24.1		24.3		23.0	

Source: ICCB A1 Files
Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.
Columns may not add up to 100% due to rounding.

Exhibit 3.12. Number of Full-Time/Part-Time Credit Students by Fiscal Year
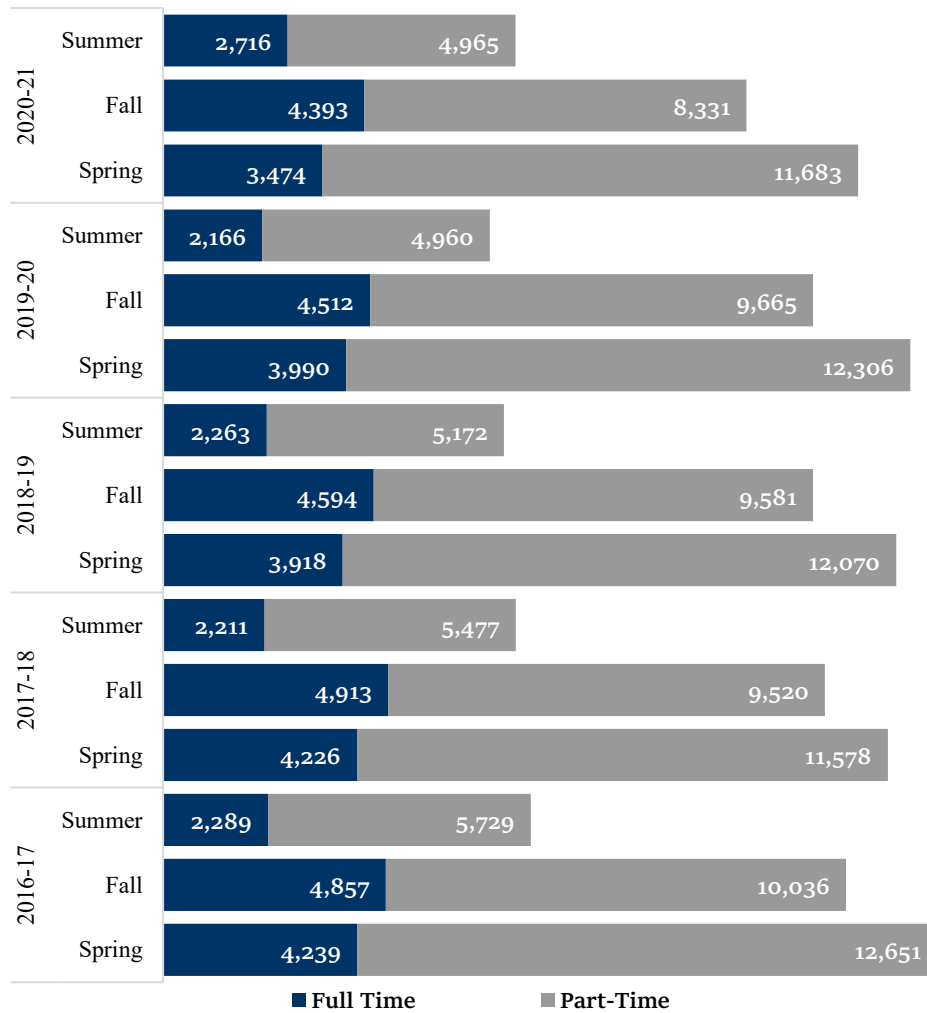
Semester / Status		2016-17		2017-18		2018-19		2019-20		2020-21	
		N	%	N	%	N	%	N	%	N	%
Summer	FT	2,289	28.6%	2,211	28.8%	2,263	30.4%	2,166	30.4%	2,716	35.4%
	PT	5,729	71.5%	5,477	71.2%	5,172	69.6%	4,960	69.6%	4,965	64.6%
Fall	FT	4,857	32.6%	4,913	34.0%	4,594	32.4%	4,512	31.8%	4,393	34.5%
	PT	10,036	67.4%	9,520	66.0%	9,581	67.6%	9,665	68.2%	8,331	65.5%
Spring	FT	4,239	25.1%	4,226	26.7%	3,918	24.5%	3,990	24.5%	3,474	22.9%
	PT	12,651	74.9%	11,578	73.3%	12,070	75.5%	12,306	75.5%	11,683	77.1%

Source: ICCB A1 Files

Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.13. Gender of Credit Students by Fiscal Year
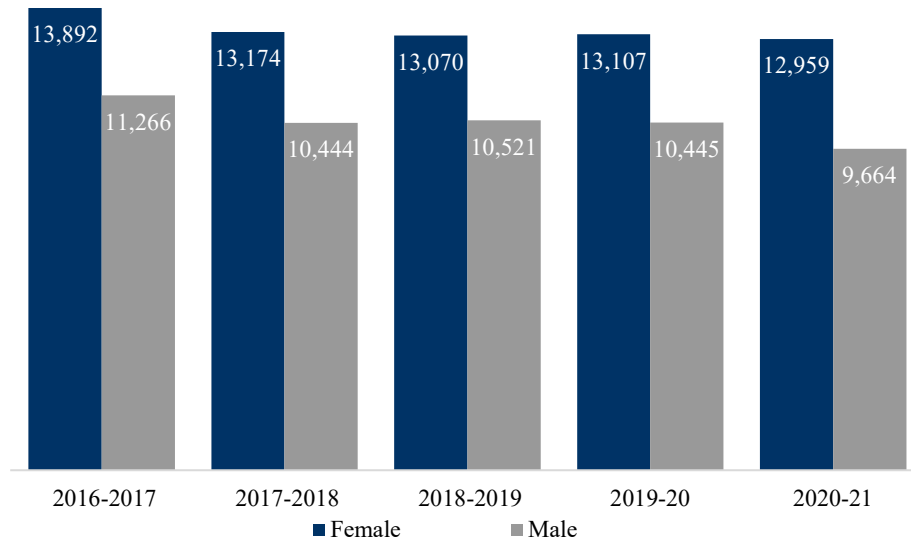
Gender	2016-17		2017-18		2018-19		2019-20		2020-21	
	N	%	N	%	N	%	N	%	N	%
Female	13,892	55.2%	13,174	55.8%	12,972	55.5%	13,107	55.7%	12,959	57.3%
Male	11,266	44.8%	10,444	44.2%	10,392	44.5%	10,445	44.3%	9,664	42.7%
Total	**25,158**	**100%**	**23,618**	**100%**	**23,364**	**100%**	**23,552**	**100%**	**22,623**	**100%**

Source: ICCB A1 Files.

Exhibit 3.14. Race/Ethnicity of Credit Students by Fiscal Year

- 🟥 American Indian or Alaskan Native
- 🟦 Asian
- ⬜ Black or African American
- 🟦 Hispanic or Latino
- 🟦 Native Hawaiian or Other Pacific Islander
- 🟩 White
- 🟪 Multi-Racial
- 🟧 International
- 🟦 Unknown

2020-21: 15% | 4% | 26% | 48% | 3% | 1% | 3%

2019-20: 14% | 4% | 27% | 49% | 3% | 1% | 3%

2018-19: 14% | 4% | 26% | 49% | 2% | 1% | 3%

2017-18: 13% | 4% | 25% | 51% | 2% | 1% | 4%

2016-17: 12% | 4% | 25% | 53% | 2% | 3%

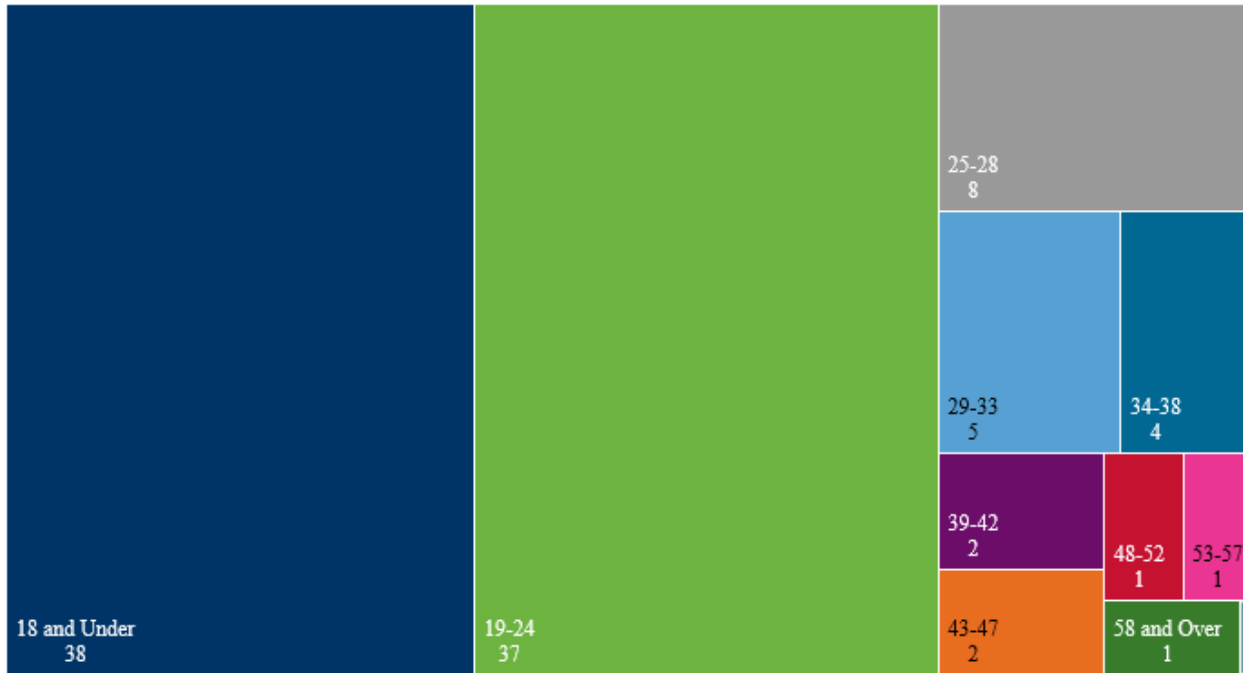| Race/Ethnicity	2016-17		2017-18		2018-19		2019-20		2020-21	
	N	%	N	%	N	%	N	%	N	%
American Indian or Alaskan Native	41	0.2%	45	0.2%	47	0.2%	50	0.2%	59	0.3%
Asian	3,017	12.0%	3,047	12.9%	3,274	14.0%	3,211	13.6%	3,275	14.5%
Black or African American	1,022	4.1%	962	4.1%	979	4.2%	1,005	4.3%	945	4.2%
Hispanic or Latino	6,243	24.8%	5,938	25.1%	6,144	26.3%	6,362	27.0%	5,983	26.4%
Native Hawaiian or Other Pacific Islander	27	0.1%	16	0.1%	12	0.1%	8	0.0%	4	0.0%
White	13,251	52.7%	12,074	51.1%	11,564	49.5%	11,452	48.6%	10,957	48.4%
Multi-Racial	541	2.2%	523	2.2%	525	2.2%	584	2.5%	654	2.9%
International	148	0.6%	157	0.7%	126	0.5%	146	0.6%	117	0.5%
Unknown	868	3.5%	856	3.6%	693	3.0%	734	3.1%	629	2.8%
Total	**25,409**	**100%**	**23,618**	**100%**	**23,364**	**100%**	**23,552**	**100%**	**22,623**	**100%**

Source: ICCB A1 Files.
Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.
Columns may not add up to 100% due to rounding.

Exhibit 3.15. Degrees and Certificates Awarded by Fiscal Year

	FY17	FY18	FY19	FY20	FY21
Degrees	1,789	1,754	1,944	1,881	2,027
Certificates	1,818	1,757	2,172	2,490	2,490
Total	**3,607**	**3,511**	**4,116**	**4,371**	**4,517**

Source: ICCB A2 Files for FY17, FY18, and FY19 previous years were based on A1 Files
Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.16. Types of Degrees Awarded by Fiscal Year

■ Associate in Arts (AA)　　　　■ Associate in Applied Science (AAS)　　　　■ Associate in Engineering Science (AES)
■ Associate in Fine Arts - Art (AFA-A)　　■ Associate in Fine Arts - Music (AFA-M)　　■ Associate of General Studies (AGS)

Degrees	2016-17	2017-18	2018-19	2019-20	2020-21
Associate in Arts (AA)	944	863	865	903	948
Associate in Applied Science (AAS)	466	467	537	455	539
Associate in Engineering Science (AES)	22	43	37	39	35
Associate in Fine Arts - Art (AFA-A)	2	3	2	2	3
Associate in Fine Arts - Music (AFA-M)	7	2	4	5	2
Associate of General Studies (AGS)	133	89	112	98	99
Associate in Science (AS)	215	287	387	379	401
Total	**1,789**	**1,754**	**1,944**	**1,881**	**2,027**

Source: ICCB A2 Files for FY16, FY17, and FY18. FY19 and FY20 were based on A1 Files requirements.
Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

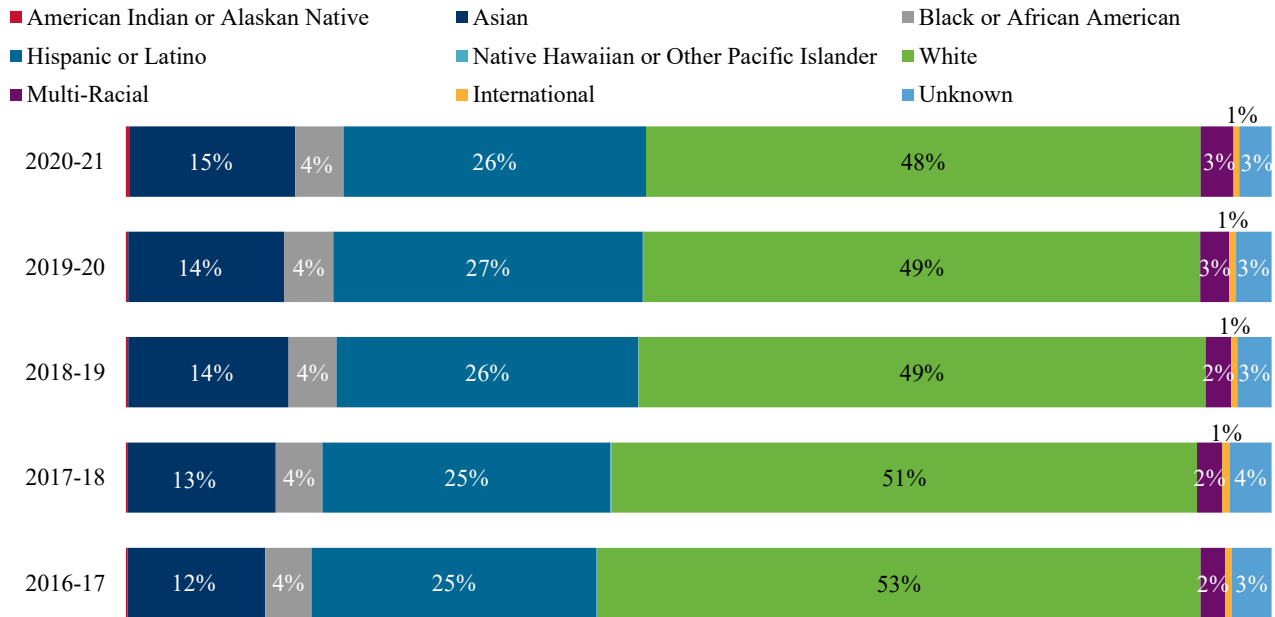**Exhibit 3.17. Associates in Applied Sciences Degrees Awarded in Fiscal Year 2021**

Degree	N	%
Accounting	13	2.4%
Business Administration: eMarketing	1	0.2%
Business Administration: Entrepreneurship	2	0.4%
Business Administration: Financial Management	2	0.4%
Business Administration: Human Resources	8	1.5%
Business Administration: Insurance	14	2.6%
Business Administration: Management	21	3.9%
Business Administration: Social Commerce/Sales	1	0.2%
Computer Info Systems: Computer Support	2	0.4%
Computer Info Systems: Network Administration	9	1.7%
Computer Information Systems	3	0.6%
Diagnostic Cardiac Sonography	10	1.9%
Diagnostic Medical Sonography	14	2.6%
Dental Hygiene	21	3.9%
Early Childhood Education: Director	13	2.4%
Electronics Engineering Technology	9	1.7%
Emergency and Disaster Management	2	0.4%
Emergency Medical Services	4	0.7%
Fashion: Design	8	1.5%
Fashion: Merchandising	4	0.7%
Fire Science Technology	28	5.2%
Food Service Management	2	0.4%
Food Service Operations Management	2	0.4%
Graphic Arts Technology: Graphic Arts Design	12	2.2%
Graphic Arts Technology: Package Design	2	0.4%
Graphic Arts Technology: Graphic Arts Web Design	4	0.7%
Health Care Office Manager	6	1.1%
Health Info Technology	12	2.2%
Hotel Operations Management	6	1.1%
Human Services	4	0.7%
Interior Design	6	1.1%
Law Enforcement & Justice: Forensic Science	9	1.7%
Law Enforcement & Justice: Law Enforcement	42	7.8%
Maintenance Technology	2	0.4%
Manufacturing Technology: Mechatronics	11	2.0%
Manufacturing Technology: Metal Fabrication	1	0.2%
Manufacturing Technology: Precision Machining	21	3.9%
Manufacturing Technology: Supply Chain	1	0.2%
Nursing	121	22.4%

Exhibit 3.17. Associates in Applied Sciences Degrees Awarded in Fiscal Year 2021 (continued)

Degree	N	%
Paralegal Studies	10	1.9%
Paraprofessional Educator	2	0.4%
Physical Therapist Assistant	19	3.5%
Radiologic Technology	17	3.2%
Supply Chain Management	13	2.4%
Surgical Technology	10	1.9%
Web Development: Design & Interactive Media	3	0.6%
Web Development	3	0.6%
Welding Technology	9	1.7%
Grand Total	**539**	100%

Source: ICCB A2 Files & Banner System
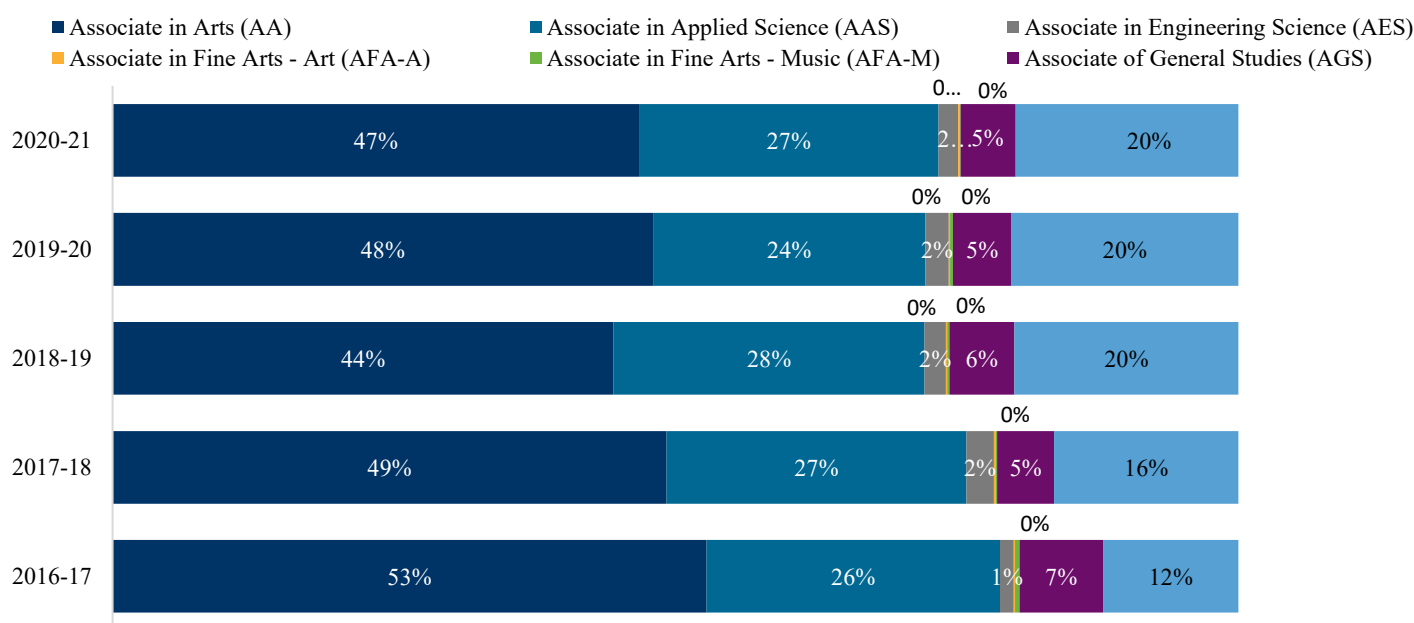
Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.18. Certificates Awarded in Fiscal Year 2021

Certificate	N	%
Accounting Assistant	30	1.2%
Accounting Bookkeeper/Clerk	81	3.3%
Accounting CPA Preparation	5	0.2%
Administrative Assistant	2	0.1%
Advanced Accounting Bookkeeper/Clerk	49	2.0%
Apparel Construction	9	0.4%
Architectural 2-D CAD	29	1.2%
Business Management	28	1.1%
Cardiographic Technician	3	0.1%
CNC Operator I	28	1.1%
CNC Operator II	4	0.2%
Community Health Worker	5	0.2%
Computer Support Technician	106	4.3%
Computers in Business	8	0.3%
Early Childhood: Assistant Teacher	32	1.3%
Early Childhood: Infant/Toddler Teacher	8	0.3%
Early Childhood: Infant/Toddler Teacher Assistant	24	1.0%
Early Childhood: Teacher	9	0.4%
Electronics	15	0.6%
Electronics: Electrical Maintenance	23	0.9%
Electronics: Industrial Maintenance	9	0.4%
E-Marketing	7	0.3%
Emergency and Disaster Management	5	0.2%
Emergency Management: Public Safety Dispatcher	14	0.6%
Emergency Medical Technician	50	2.0%
Fashion Design	1	0.0%
Financial Management	3	0.1%
Food Service Management	5	0.2%
Food Service: Culinary Arts	1	0.0%
Forensic Science Technician	9	0.4%
General Education Core Curriculum	826	33.2%
Geographic Information Systems	2	0.1%
Graphic Arts	4	0.2%
Graphic Arts: Design	11	0.4%
Graphic Arts: Desktop Publishing	4	0.2%
Graphic Arts: Digital Photography	2	0.1%
Graphic Arts: Fashion	1	0.0%
Graphic Arts: Package Design	1	0.0%
Graphic Arts: Web Design	5	0.2%

Exhibit 3.18. Certificates Awarded in Fiscal Year 2021 (continued)

Certificate	N	%
Hotel Management	10	0.4%
HVAC: Air Condition and Refrigeration Service	2	0.1%
HVAC: Heating Service	3	0.1%
HVAC: Refrigeration Service	13	0.5%
HVAC: Residential Comfort Systems	12	0.5%
HVAC: Residential Heat/AC/Refrigeration	16	0.6%
Insurance	27	1.1%
Interior Design Assistant	9	0.4%
Interior Design: Kitchen and Bath Specialty	10	0.4%
Interior Design: Perspective and Rendering	10	0.4%
Inventory/Production Control	22	0.9%
IT Support Technician	24	1.0%
Logistics	34	1.4%
Magnetic Resonance Imaging	4	0.2%
Maintenance Mechanic I	5	0.2%
Maintenance Mechanic II	2	0.1%
Mammography	4	0.2%
Management: Human Resources	42	1.7%
Manufacturing: Basic	13	0.5%
Manufacturing: Manufacturing Production	8	0.3%
Marketing Research	2	0.1%
Massage Therapy	12	0.5%
Mechatronics	1	0.0%
Medical Assistant	14	0.6%
Medical Coding	20	0.8%
Network Administration	9	0.4%
Network Support Technician	55	2.2%
Nursing: Certified Nursing Assistant	327	13.1%
Office Assistant	5	0.2%
Paralegal Studies	16	0.6%
Paramedic	24	1.0%
Paraprofessional Educator	1	0.0%
Personal Training	7	0.3%
Phlebotomy	24	1.0%
Practical Nursing	53	2.1%
Private Security	13	0.5%
Procurement	29	1.2%

Exhibit 3.18. Certificates Awarded in Fiscal Year 2021 (continued)

Certificate	N	%
Retail Merchandising	6	0.2%
Software Development	5	0.2%
Sterile Processing/Distribution	6	0.2%
Supply Chain Management	45	1.8%
Tax Accounting Assistant	8	0.3%
Teaching English to Speakers of Other Languages	11	0.4%
Web Design and Interactive Media	4	0.2%
Web Development	5	0.2%
Welding: Advanced	10	0.4%
Welding: Basic	25	1.0%
Welding: Basic Pipe	16	0.6%
Welding: Fabrication	9	0.4%
Grand Total	**2,490**	**100%**

Source: ICCB A2 Files & Banner System

Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.19. Gender of Students Awarded Degrees or Certificates
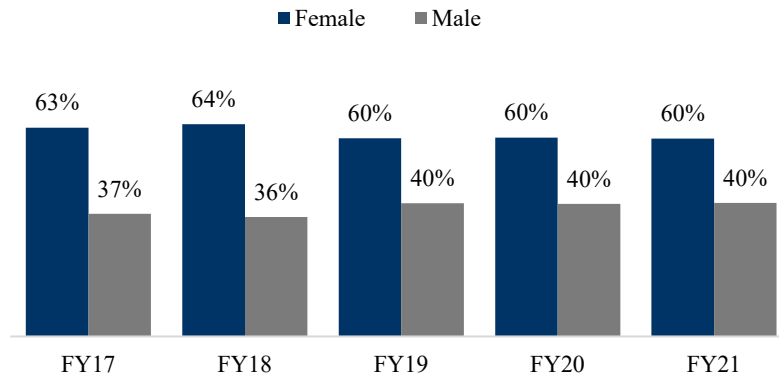
■ Female   ■ Male

	FY17		FY18		FY19		FY20		FY21	
	N	%	N	%	N	%	N	%	N	%
Female	1,992	63.4%	1,953	63.6%	2,041	59.8%	1,913	60.4%	1,856	59.7%
Male	1,151	36.6%	1,119	36.4%	1,370	40.2%	1,255	39.6%	1,253	40.3%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	**3,143**	**100%**	**3,072**	**100%**	**3,411**	**100%**	**3,168**	**100%**	**3,109**	**100%**

Source: ICCB A2 Files for FY17, FY18, and FY19 previous years were based on A1 Files.
Columns may not add up to 100% due to rounding.

Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.20. Race/Ethnicity of Students Awarded Degrees or Certificates
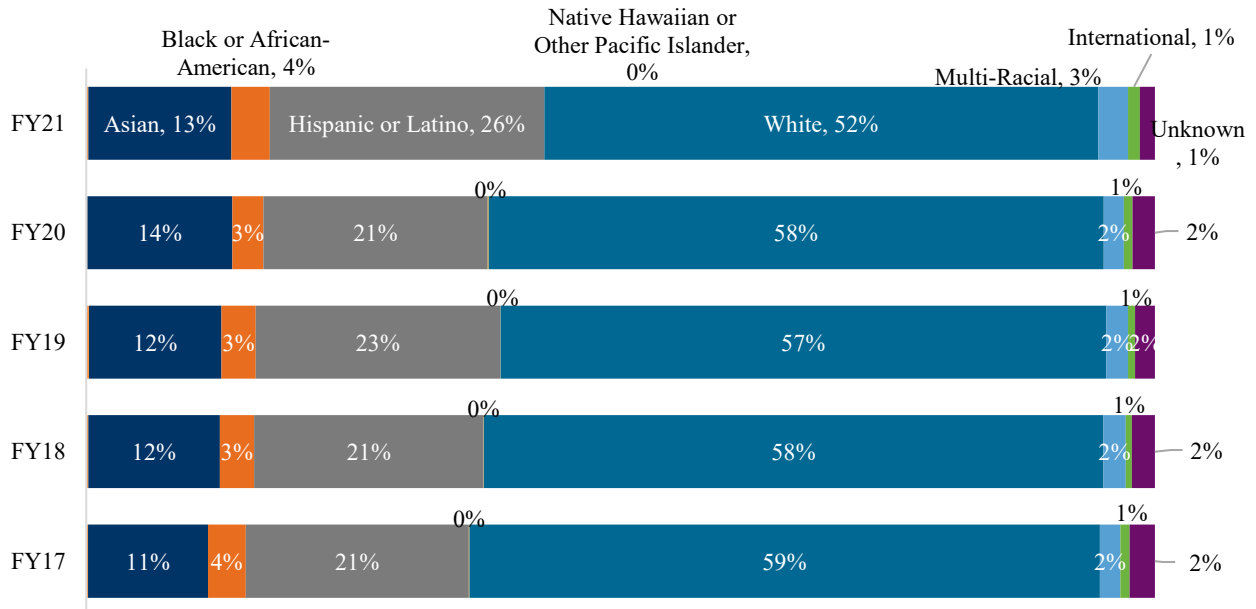
Race/Ethnicity	FY17		FY18		FY19		FY20		FY21	
	N	%	N	%	N	%	N	%	N	%
American Indian or Alaskan Native	5	0.2%	6	0.2%	9	0.3%	2	0.1%	7	0.2%
Asian	353	11.2%	378	12.3%	423	12.4%	430	13.6%	416	13.4%
Black or African-American	111	3.5%	99	3.2%	109	3.2%	91	2.9%	111	3.6%
Hispanic or Latino	656	20.9%	659	21.5%	780	22.9%	666	21.0%	798	25.7%
Native Hawaiian or Other Pacific Islander	2	0.1%	1	0.0%	1	0.0%	3	0.1%	1	0.0%
White	1854	59.0%	1781	58.0%	1934	56.7%	1825	57.6%	1614	51.9%
Multi-Racial	61	1.9%	65	2.1%	70	2.1%	59	1.9%	87	2.8%
International	27	0.9%	17	0.6%	22	0.6%	25	0.8%	33	1.1%
Unknown	74	2.4%	66	2.1%	63	1.8%	67	2.1%	42	1.4%
Total	3,076	100%	3,072	100%	3,411	100%	3,168	100%	3,109	100%

Source: ICCB A2 Files for FY17, FY18, and FY19 previous years were based on A1 Files

Columns may not add up to 100% due to rounding.

Official counts submitted to ICCB may differ from counts reported by Enrollment Services due to different reporting requirements.

Exhibit 3.21. Top Ten Transfer Choices for Harper 2021 Graduates

At Harper College, 3,109 students completed either a degree or certificate during the 2021 fiscal year. Data for these graduates were submitted to the National Student Clearinghouse in fall 2021 to determine their transfer and enrollment status since completing a credential at Harper.

Of this group 35.8% (n=1,113) graduated and did not transfer to another institution of higher education, while 30.8% (n=958) returned to Harper College for additional courses and/or credentials. The remaining 33.4% (n=1,038) continued their educational journeys by transferring to other institutions.

In closely examining the distribution of students to transfer institutions, slightly less than 59% matriculated into the top ten schools. Indicated below are the top ten transfer destinations for Harper College graduates in 2021.

Top Ten Transfer Choices for Harper 2021 Graduates

Institution	Percent of Total Transferred (N=1,038)
1. Northern Illinois University	3.5% (n=110)
2. University of Illinois at Chicago	3.4% (n=107)
3. DePaul University	3.2% (n=99)
4. Roosevelt University	1.8% (n=56)
5. University of Illinois at Urbana – Champaign	1.7% (n=54)
6. Illinois State University	1.4% (n=45)
7. Elmhurst University	1.3% (n=40)
8. Loyola University – Chicago	1.1% (n=35)
9. Northeastern Illinois University	1.1% (n=34)
10. Purdue University – Northwest	1.0% (n=31)
Total enrolled in top ten transfer choices	**19.7% (n=611)**

Source: National Student Clearinghouse

Credits by Modality

Exhibit 3.22. FY Credit Hours by Modality

Modality	FY17	FY18	FY19	FY20	FY21	FY17-21
						5 Year Change
Dual-Credit	18,170.5	15,701.0	18,074.5	21,440.5	24,423.0	34.4%
Online	31,943.0	33,578.0	34,902.0	39,109.0	168,390.0	427.2%
Blended	11,867.5	11,023.0	10,924.0	13,193.0	16,386.5	38.1%
All Other	228,054.5	220,847.0	210,914.5	200,491.5	50,532.0	-77.8%
Grand Total	**290,035.5**	**281,149.0**	**274,815.0**	**274,234.0**	**259,731.5**	**-10.4%**

Source: ICCB AC Files

Exhibit 3.23. Fall Credit Hours by Modality

Modality	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-20
						5 Year Change
Dual-Credit	2,793.5	2,584.5	3,448.0	4,178.5	4,453.0	59.4%
Online	11,715.0	11,934.0	12,338.0	13,742.0	82,809.0	606.9%
Blended	4,327.5	3,867.0	3,809.0	5,921.0	9,503.0	119.6%
All Other	108,166.0	105,246.0	100,632.0	95,908.0	14,609.0	-86.5%
Grand Total	**127,002.0**	**123,631.5**	**120,227.0**	**119,749.5**	**111,374.0**	**-12.3%**

Source: ICCB AC Files

Exhibit 3.24. Spring Credit Hours by Modality

Modality	Spring 2017	Spring 2018	Spring 2019	Spring 2020	Spring 2021	2017-21
						5 Year Change
Dual-Credit	15,320.0	13,116.5	14,557.0	17,120.0	19,886.0	29.8%
Online	11,992.0	13,046.0	13,574.0	15,358.0	70,420.0	487.2%
Blended	4,561.0	4,671.0	4,634.0	5,025.0	4,315.0	-5.4%
All Other	96,089.0	93,010.0	88,814.5	85,439.5	17,337.5	-82.0%
Grand Total	**127,962.0**	**123,843.5**	**121,579.5**	**122,942.5**	**111,958.5**	**-12.5%**

Source: ICCB AC Files

Chapter IV
Workforce Solutions

Chapter IV
Workforce Solutions

Community Education and Business Outreach

The Workforce Solutions Division is comprised of *Community Education*, which offers open enrollment courses to the community in career training and personal enrichment; *Harper Business Solutions*, which serves local businesses with customized training solutions; *Illinois Small Business Development Center*; and the *Job Placement Resource Center*, which focuses on job readiness and offers work-based learning solutions such as apprenticeships and internships.

Community Education

The Community Education Department offers classes designed to promote personal growth and provide professional development. This unit of the College responds quickly to needs for new professional skills, trends in leisure activities and advances in technology by providing non-credit and non-degree credit classes and certificates. Students of all ages, from children through older adults, are offered classes that enrich and enhance their lives. Day and evening classes are offered at the main campus and several extension sites within the College's district.

The following section describes Community Education students by program, gender, age group and ethnicity. Additional tables describe the same characteristics segmented by career training and personal enrichment, and the new course creation.

Exhibit 4.1. Enrollment of CE Students by Program by Fiscal Year (Duplicated)

Program Area	2019-2020			2020-2021		
	NC	CSC	Total	NC	CSC	Total
Career Training	**1,651**	**-**	**1,651**	**1,393**	**-**	**1,393**
Business Professional Development	575	-	575	131	-	131
Career Development	-	-	-	-	-	-
Computer Training	497	-	497	342	-	342
Faculty Development*	10	-	10	N/A	N/A	N/A
Harper Business Solutions	-	-	-	90	-	90
Health Care Professionals	522	-	522	266	-	266
Safety Awareness Training	47	-	47	564	-	564
Personal Cultural Enrichment	**7,708**	**56**	**7,764**	**5,177**	**-**	**5,177**
Community Music and Art Center	2,468	-	2,468	1,359	-	1,359
Harper College Library				131		131
Lifelong Learning Institute	771	-	771	330	-	330
Maker Space				54		54
Motorcycle Safety Training	2,943	-	2,943	879	-	879
Online Training	291	-	291	775	-	775
Personal Enrichment	778	-	778	637	-	637
Students with Intellectual Disabilities	22	56	78	26	-	26
Mind/Body	349	-	349	319	-	319
Writing Studio	86	-	86	98	-	98
Youth	-	-	-	569	-	569
Total	**9,359**	**56**	**9,415**	**6,570**	**0**	**6,570**

Source: Destiny

NC=Noncredit

CSC = career skills credit (non-degree credit); Career skills credit enrollments are also counted with the general credit student enrollment information in Chapter III

The enrollments are duplicated in this chapter to give a more complete view of the activities of Community Education. 1.6 Classes transferred to Career Programs Division 7/1/19. Data presented reflects data after Workforce Solutions reorganization.

All numbers affected by March 2020 college shutdown and subsequent remote learning due to COVID 19

* Program Discontinued

Exhibit 4.2. Gender of CE Students by Fiscal Year (Unduplicated)

Gender	2019-2020		2020-2021	
	N	%	N	%
Female	1,907	24.7%	301	12.8%
Male	1,218	15.8%	224	9.5%
Unknown	4,588	59.5%	1,830	77.7%
Total	**7,713**	**100%**	**2,355**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.3. Age Groups of CE Students by Fiscal Year (Unduplicated)

Age Group	2019-2020		2020-2021	
	N	%	N	%
17 and under	963	12.5%	294	12.5%
18	126	1.6%	34	1.4%
19-24	537	7.0%	283	12.0%
25-34	1,295	16.8%	489	20.8%
35-44	1,042	13.5%	345	14.6%
45-54	1,019	13.2%	302	12.8%
55-64	1,169	15.2%	309	13.1%
65 and over	1,539	20.0%	299	12.7%
Unknown	23	0.3%	0	0.0%
Total	**7,713**	**100%**	**2,355**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.4. Race/Ethnicity of CE Students by Fiscal Year (Unduplicated)

Race/Ethnicity	2019-2020		2020-2021	
	N	%	N	%
American Indian or Alaskan Native	17	0.2%	4	0.2%
Asian	688	8.9%	286	12.1%
Black	451	5.8%	130	5.5%
Hispanic	730	9.5%	189	8.0%
Multiple	132	1.7%	45	1.9%
Native Hawaiian/Other Pacific Islander	4	0.1%	0	0.0%
Other	623	8.1%	102	4.3%
White	3,787	49.1%	1,272	54.0%
Unknown	1,281	16.6%	327	13.9%
Total	**7,713**	**100%**	**2,355**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.5. Gender of Career Training Students (CE) Annual (Unduplicated)

Gender	2019-2020		2020-2021	
	N	%	N	%
Female	197	13.6%	21	5.2%
Male	61	4.2%	12	2.9%
Unknown	1,187	82.1%	374	91.9%
Total	**1,445**	**100%**	**407**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.6. Age Group of Career Training Students (CE) Annual (Unduplicated)

Age Group	2019-2020		2020-2021	
	N	%	N	%
17 and under	21	1.5%	15	3.7%
18	49	3.4%	2	0.5%
19-24	124	8.6%	91	22.4%
25-34	341	23.6%	104	25.6%
35-44	263	18.2%	71	17.4%
45-54	273	18.9%	57	14.0%
55-64	292	20.2%	51	12.5%
65 and over	71	4.9%	16	3.9%
Unknown	11	0.8%	0	0.0%
Total	**1,445**	**100%**	**407**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.7. Gender of Personal Enrichment Students (CE) Annual (Unduplicated)

Gender	2019-2020		2020-2021	
	N	%	N	%
Female	1,710	27.3%	280	14.4%
Male	1,157	18.5%	212	10.9%
Unknown	3,401	54.3%	1,456	74.7%
Total	**6,268**	**100%**	**1,948**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.8. Age Group of Personal Enrichment Students (CE) Annual (Unduplicated)

Age Group	2019-2020		2020-2021	
	N	%	N	%
17 and under	942	15.0%	279	14.3%
18	77	1.2%	32	1.6%
19-24	413	6.6%	192	9.9%
25-34	954	15.2%	385	19.8%
35-44	779	12.4%	274	14.1%
45-54	746	11.9%	245	12.6%
55-64	877	14.0%	258	13.2%
65 and over	1,468	23.4%	283	14.5%
Unknown	12	0.2%	0	0.0%
Total	**6,268**	**100%**	**1,948**	**100%**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Exhibit 4.9. Annual New Course Creation

Program Area	2019-2020	2020-2021
Career Training	**12**	**41**
Business Professional Development	2	1
Computer Training	5	8
Faculty Development	1	0
Harper Business Solutions		29
Health Care Professionals	0	0
Safety Awareness	4	3
Workforce Certification Center	0	0
Personal Cultural Enrichment	**178**	**168**
Community Music and Art Center	21	20
Driver Education	0	0
Lifelong Learning Institute	28	51
Healthy Living Exercise Program	0	0
Personal Enrichment	44	12
Mind/Body	0	1
Motorcycle Safety Training	2	0
Students with Intellectual Disabilities	0	0
Writing Studio	6	5
Online Courses	58	32
Youth	19	19
Harper College Library	21	18
Maker Space	45	10
Total	**190**	**209**

Source: Destiny
Data presented reflects data after Workforce Solutions reorganization

Harper Business Solutions

Harper Business Solutions brings quality customized training solutions to organizations. Training can be provided at the company's location, at times and days convenient for the company and its employees. Tailored and customized classes (credit or non-credit) are available in a wide range of content areas including Leadership Development, IT/Computer Skills, Staff Professional Development, and Specialized Industrial Skills.

Exhibit 4.10. Harper Business Solutions (HBS)

Harper Business Solutions (HBS) Revenue/Participants	2016-2017	2017-2018	2018-2019	2019-2020+	2020-2021
HBS Revenue	$406,104	$314,190	$246,092	$183,040	$113,580
State Grant Funds (included in HCT Revenue amount)	$0	$0	$0	$0	$0
Businesses Served (unduplicated)	29	26	26	20	14
New Businesses Served (incl. those not served in last 3 FY)	6	9	11	6	6
Number of Training Classes (all)	265	228	212	114	96
Classes for Harper employees only	9	10	10	11	1
Number of Courses (unduplicated, not included in class count)	16	8	5	5	0
1.6 Courses Delivered	9	6	5	5	0
Credit Courses Delivered	7	2	0	0	0
Employees Trained (classes and courses, duplicated)	3,297	2,341	1,934	1,944	2,111
Harper employees in Harper only classes	124	111	81	97	180
1.6 Students	70	48	37	34	0
Credit Students	7	16	0	0	0

Source: Workforce Solutions Division
+ All numbers affected by March 2020 college shutdown and subsequent remote learning due to COVID 19.

Illinois Small Business Development Center

The Illinois Small Business Development Center at Harper College offers confidential one-on-one business consulting at no cost and affordable training seminars. Consultants work with small and mid-sized entrepreneurs to solve management, marketing, and operational issues in order to build a successful, sustainable business. It is funded through a cooperative agreement with the US Small Business Administration, the State of Illinois, and Harper College.

Exhibit 4.11. Small Business Development Center (SBDC)

Performance Indicator	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Economic Impact					
Number of jobs created	98	83	71	52	93
Number of jobs retained	136	114	104	84	91
Number of businesses started	32	34	26	28	24
Number of Business Expansions	21	23	22	34	28
Number of client loans secured	8	n/a	16	42	63
Dollars in debt funding secured	1.13M	1.56M	336K	2.88M	2.34M
Number of projects with non-debt	46	n/a	56	68	85
Dollars in non-debt funding secured	2.2M	1.15M	1.26M	1.5M	2.4M
Total capitalization	3.33M	2.71M	1.59M	4.38M	4.73M
Business Advising					
Total clients	354	326	348	427	447
Number of Woman Owned Businesses	63	56	68	96	94
Number of Minority Owned Businesses	57	61	73	100	197
Total center counseling hours	1,168	1,202	1,056	1,181	1,667
Training / Outreach					
Number training workshops	48	37	39	34	50
Number of training attendees	453	382	814	1,814	1,805
Number of community/outreach events	n/a	8	13	9	5
Professional Development					
Number of hours/staff training	104	88	93	94	103

Source: Workforce Solutions Division

Harper College Job Placement Resource Center

The Job Placement Resource Center (JPRC) is committed to helping Harper students and alumni become job search ready. Resources include assistance with resumes, interviewing, soft or essential skills employers want, and job search. Job listings are available on the job management system Hire a Hawk for part-time, full-time, internships/co-ops and seasonal jobs. In addition, there are resources available on the JPRC website (www.harpercollege.edu/jprc) including videos, workshops, sample resumes and cover letters and interview practice software.

Exhibit 4.12. Job Placement Resource Center (JPRC)

Job Placement Resource Center	FY 2017-18**	FY 2018-19	FY 2019–20+	FY 2020–21+
Number of students served (Appts, Emails, Walk-ins)*	2,170	2,189	1,726	2,011
Number of employers listed on online job board*	1,041**	1,014	835	719
Number of Jobs by job target*	4,761	4,420	4,219	4,123
Top 5 requested jobs	Customer Service, Sales, Food Service, Health Care, Early Childhood Education	Customer Service, Health Careers, Sales, Food Service, Early Childhood Education	Customer Service, Sales, Retail, Food Service, Education	Customer Service, Manufacuring, Sales, Education, Office & Administrative
No. employers for on-campus recruiting*	77	66	54	0
Number of student outreach activities/number of students served*	212/4,470	228/4,845	173/3,092	14/142
Number of students reported placed in jobs	170	129	131	70
Cumulative total since JPRC inception FY14	630	770	901	971

Source: Job Placement Resource Center

*duplicated

** staff reduction

+ All numbers affected by March 2020 college shutdown and subsequent remote learning due to COVID 19.

The Job Placement Resources Center is also the hub for Harper's registered and non-registered apprenticeship programs. Harper's apprenticeship programs are flexible instruction programs combining job related credit courses with on-the-job learning experiences. An apprenticeship is first and foremost a job and comes with substantial training and the development of transferable skills. These unique programs are beneficial to the employer and the employee. The goal for our apprenticeship programs at Harper College is to provide workers with advanced skill sets that meet the specific needs of employers.

Exhibit 4.13 Apprenticeships

Performance Indicator	2020-2021
Number of Programs	**11**
Number of Employers	**23**
Manufacturing (3)	11
Health Care	1
Insurance	2
Cyber Security/IT Generalist	2
Banking & Finance	2
Retail & Sales	1
Graphic Arts	1
Logistics	3
Number of Apprentices	**89**
Manufacturing (3)	29
Health Care	7
Insurance	34
Cyber Security/IT Generalist	9
Banking & Finance	2
Retail & Sales	1
Graphic Arts	1
Logistics	6
Race/Ethnicity of Apprentices of Apprentices	
White	46
Black	7
Hispanic	24
Asian	7
Native American/Alaskan	0
Hawaiian/ Pacific Islander	0
Mixed Race	5
Gender	
Male	64
Female	25
Self Identified	
Accommodations provided: note-taking service, extra time to complete exams	1
Veterans	3
Number of Degrees/Certificates/Credentials Completed	
AAS Degrees	41
Certificates/Credentials	0
Cumulative GPA	3.39
Retention Rate	73%
Number of Train the Trainer Certificates Issued	30

Source: Workforce Solutions Division   As of June 30, 2021
+ All numbers affected by March 2020 college shutdown and subsequent remote learning due to COVID 19.

Harper Workforce Certification Center

Harper College partners with leading certification testing providers to offer secure, reliable, and convenient online testing for our community. Starting in Spring 2022, the Harper Workforce Certification Center will be relocating to the Learning and Career Center (LCC) in Prospect Heights where it will continue to bring together state-of-the-art technology and user-friendly service to give the best possible testing environment.

- Secure certification testing in our high-tech labs
- Group testing for your company or organization
- Test and certification preparation training
- Workforce skills development and career-specific training

Chapter V
Finances

Chapter V
Finances

Exhibit 5.1. Tuition Rates per Credit Hour by Residency Status

	2017-18	**2018-19**	**2019-20**	**2020-21**	**2021-22**
Resident	$125.00	$129.75	$133.50	$133.50	$133.50
Non-Residents	$382.00	$386.75	$390.50	$390.50	$390.50
Out-of-State	$457.50	$462.25	$466.00	$466.00	$466.00
International Students	$457.50	$462.25	$466.00	$466.00	$466.00

Source: Harper College Website

Exhibit 5.2. Operating Funds Revenues

HARPER COLLEGE, COMMUNITY COLLEGE DISTRICT NO. 512			
For the year ended June 30, 2021			
Operating Revenue by Source	**Education Fund**	**Operations and Maintenance Fund**	**Total Operating Funds**
Local Government Revenue			
Local taxes	51,308,898	12,012,073	63,320,971
Chargeback revenue	-		-
CPPRT	1,430,685		1,430,685
Total Local Government Revenue	52,739,583	12,012,073	64,751,656
State Government Revenue			
ICCB Credit Hour grants	8,522,545		8,522,545
Other	675,423		675,423
Total State Government Revenue	9,197,968	-	9,197,968
Federal Government Revenue			
Department of Education	2,319,325		2,319,325
Other	-		-
Total Federal Government Revenue	2,319,325	-	2,319,325
Student Tuition and Fees			
Tuition	38,065,704		38,065,704
Fees	4,518,379	1,913,137	6,431,516
Other student assessments (AED)	1,735,912		1,735,912
Total Student Tuition and Fees	44,319,995	1,913,137	46,233,132
Other sources			
Sales and service fees	125,573		125,573
Rental income	-	32,032	32,032
Investment revenue	209,392	86,528	295,920
Other	110,925		110,925
Total Other Revenue	445,890	118,560	564,450
Total Revenue	**$109,022,761**	**$14,043,770**	**$123,066,531**
Other financing sources			
Transfers from other funds			-
Adjusted Revenue	**$109,022,761**	**$14,043,770**	**$123,066,531**

Source: Harper College Finance Department

Harper College, Community College District No. 512 Operating Funds Revenues
For the year ended June 30, 2021

Other Revenue
$564,450
0%

Tuition and Fees
$46,233,132
38%

Local Gov't
$64,751,656
53%

Federal Gov't
$2,319,325
2%

State Gov't
$9,197,968
7%

■ Local Gov't　■ State Gov't　■ Federal Gov't　■ Tuition and Fees　■ Other Revenue

Exhibit 5.3. Operating Funds Expenditures

HARPER COLLEGE, COMMUNITY COLLEGE DISTRICT NO. 512			
For the year ended June 30, 2021			
	Education Fund	**Operations and Maintenance Fund**	**Total Operating Funds**
Operating Expenditures By Program			
Instruction	38,085,536	-	38,085,536
Academic support	8,687,547	-	8,687,547
Student services	11,779,586	-	11,779,586
Public service / continuing education	107,369	-	107,369
Operations and maintenance	-	$11,760,277	11,760,277
Institutional support	26,729,815	2,148,999	28,878,814
Scholarships/grants/waivers	6,399,352	-	6,399,352
Total Operating Expenditures	**91,789,205**	**13,909,276**	**105,698,481**
Other financing uses			
Transfers to other funds	17,231,687	134,492	17,366,179
Adjusted Operating Expenditures	**109,020,892**	**14,043,768**	**123,064,660**
Operating Expenditures By Object			
Salaries	63,327,795	5,891,475	69,219,270
Employee benefits	12,578,075	1,682,574	14,260,649
Contractual services	4,190,257	2,161,726	6,351,983
General materials and supplies	3,483,675	581,188	4,064,863
Conference and meeting expense	217,382	1,326	218,708
Fixed charges	363,638	324,581	688,219
Utilities	720	2,902,089	2,902,809
Capital outlay	249,475	364,317	613,792
Other	7,378,188	-	7,378,188
Total Operating Expenditures	**$91,789,205**	**$13,909,276**	**$105,698,481**
Other financing uses			
Transfers to other funds	17,231,687	134,492	17,366,179
Adjusted Operating Expenditures	**$109,020,892**	**$14,043,768**	**$123,064,660**

Source: Harper College Finance Department

Harper College Fact Book 2021-2022
Chapter V: Finances

Harper College, Community College District No. 512 Operating Funds Expenditures

For the year ended June 30, 2021

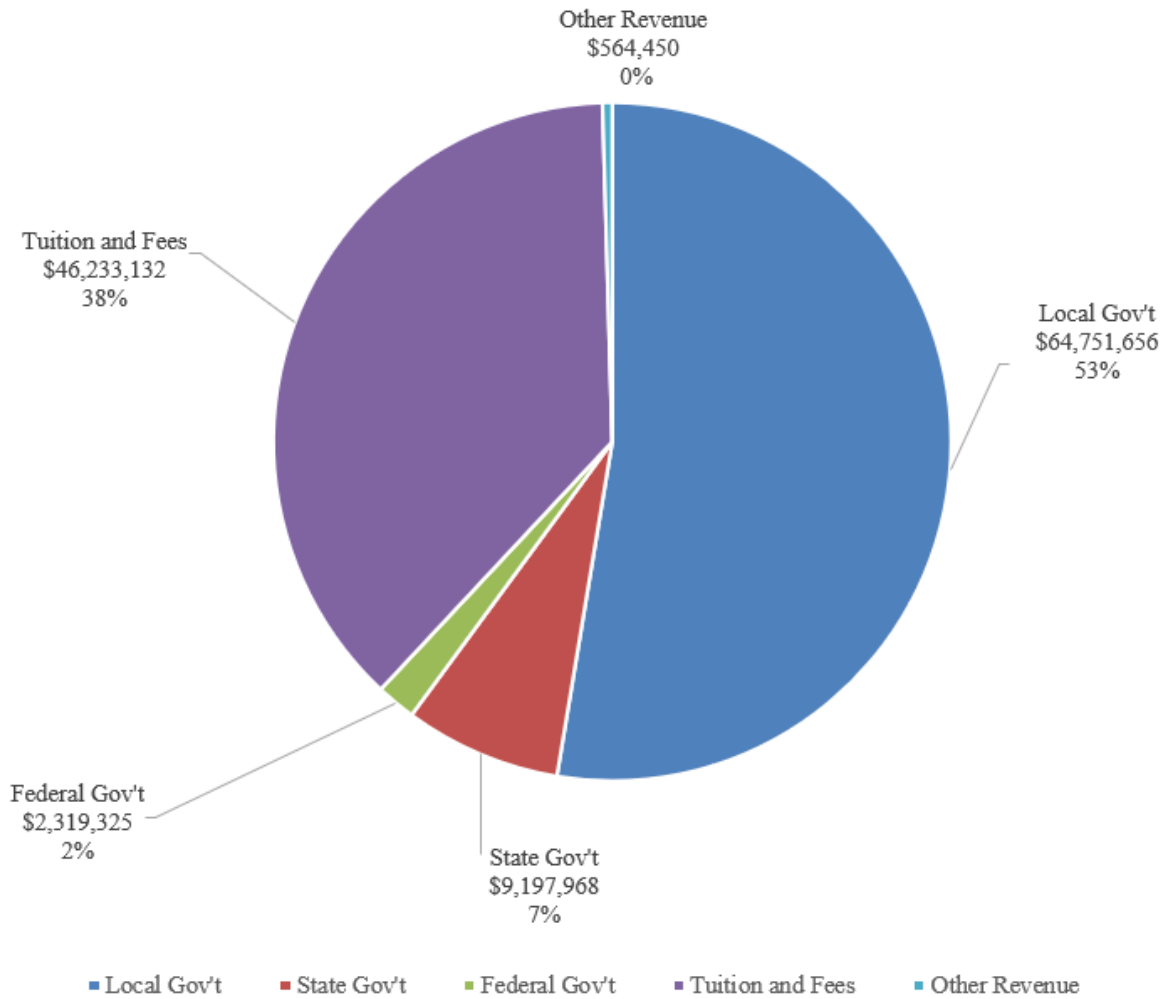Pie chart: Harper College Operating Funds Expenditures

- Transfers $17,366,179 — 14%
- Scholarships/Grants/Waivers $6,399,352 — 5%
- Institutional Support, $28,878,814 — 23%
- Operations and Maintenance $11,760,277 — 10%
- Public Service/Continuing Education, $107,369 — 0%
- Student Services $11,779,586 — 10%
- Academic Support $8,687,547 — 7%
- Instruction $38,085,536 — 31%

Legend:
- Instruction
- Academic Support
- Student Services
- Public Service/Continuing Education
- Operations and Maintenance
- Institutional Support
- Scholarships/Grants/Waivers
- Transfers

Exhibit 5.4. Historical Assessed Valuations and Taxes Extended

HARPER COLLEGE					
COMMUNITY COLLEGE DISTRICT NO. 512					
Governmental Fund Types	**2016**	**2017**	**2018**	**2019**	**2020**
Equalized Assessed Valuations (000's)	18,916,544	19,158,829	18,882,174	21,471,725	21,725,866
Tax Rates:					
Education Fund	0.2428	0.2494	0.2636	0.2393	0.2451
Operations & Maintenance Fund	0.0660	0.0639	0.0636	0.0568	0.0567
Bond & Interest Fund	0.1058	0.1086	0.1105	0.1054	0.1058
Audit Fund	0.0001	0.0001	0.0001	0.0001	0.0001
Liability, Protection, & Settlement Fund	0.0001	0.0001	0.0001	0.0001	0.0001
Total	**0.4148**	**0.4221**	**0.4379**	**0.4017**	**0.4078**
Taxes Extended:					
Education Fund	45,920,503	47,790,496	49,779,576	51,378,877	53,254,852
Operations & Maintenance Fund	12,481,501	12,244,875	12,005,199	12,195,060	12,316,525
Bond & Interest Fund	20,006,430	20,809,248	20,865,493	22,623,573	22,984,944
Audit Fund	17,735	18,013	17,789	18,838	18,841
Liability, Protection, & Settlement Fund	17,735	18,013	17,789	18,838	18,841
Total	**78,443,904**	**80,880,645**	**82,685,846**	**86,235,186**	**88,594,003**

Source: Harper College Finance Department

Harper College Comprehensive Annual Financial Report

The Comprehensive Annual Financial Report represents the financial standing of the College including the annual audit. The College maintains its accounts and prepares its financial statements in accordance with generally accepted accounting principles (GAAP) as set forth by the Government Accounting Standards Board (GASB), and the Illinois Community College Board (ICCB).
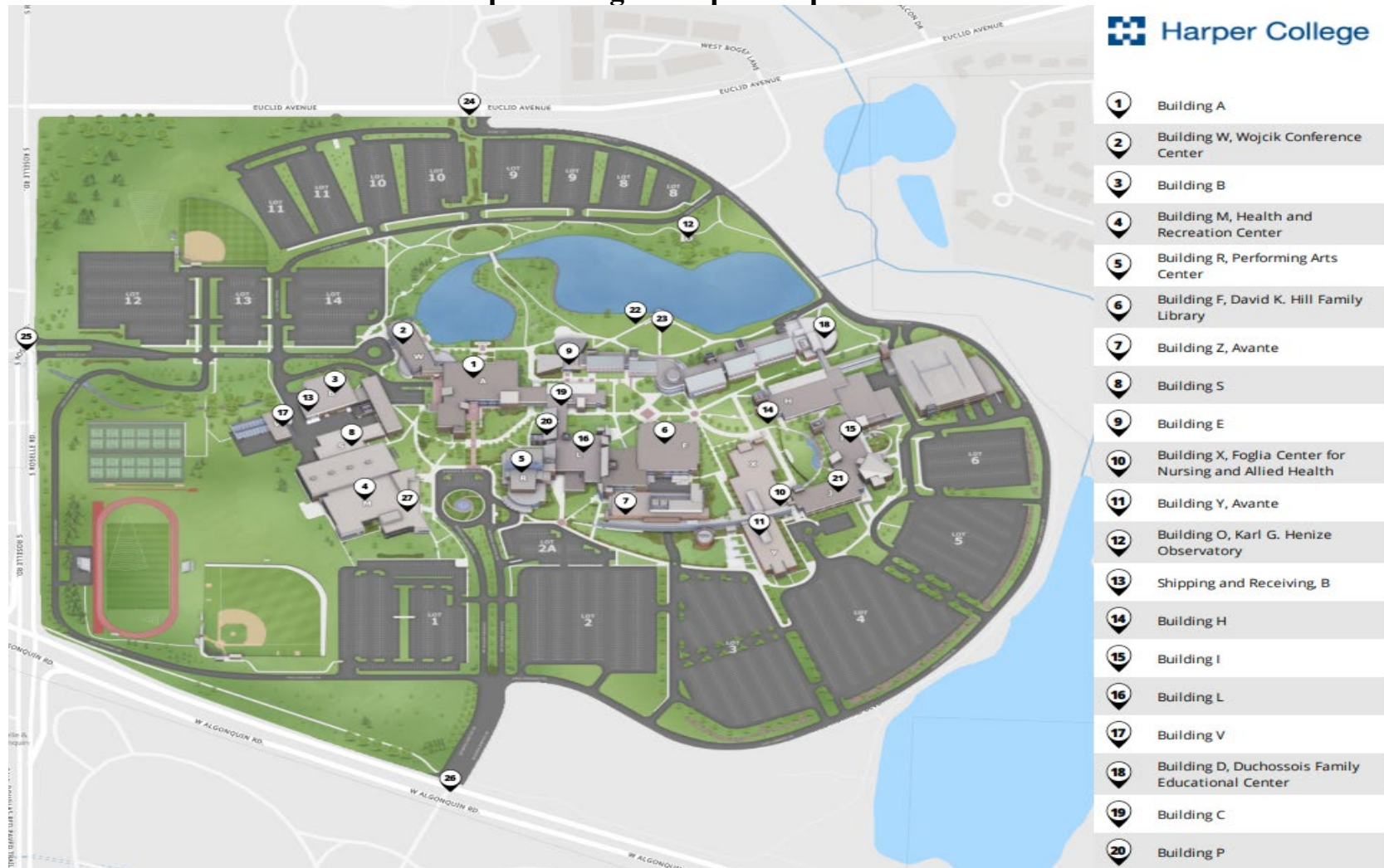
https://www.harpercollege.edu/about/community-report/index.php

Chapter VI
Facilities

Harper College Campus Map

Extension Center Locations and Additional Service Locations

Extension Center Locations	
Harper Professional Center (HPC) 650 E. Higgins Road Schaumburg, IL 60173 847.925.6066	**Learning and Career Center (LCC)** 1375 S. Wolf Road Prospect Heights, IL 60070 847.925.6212
Northwest Community Hospital (NCH) 800 W. Central Road Arlington Heights, IL 60005 847.618.1000	

Additional Service Locations		
Capelli Academy 333 E. Rand Road Arlington Heights, IL 60004 847.749.1416	**CLEC Enterprises, Inc.** 5105 Tollview Drive, Suite 270 Rolling Meadows, IL 60008 779.220.1343	**Chicago Botanic Garden** 1000 Lake Cook Road Glencoe, IL 60022 847.256.3200
Eagle Training Services 1095 Pingree Rd, Suite 217 Crystal Lake, IL 60014 847.854.3218	**Education and Work Center (EWC)** 6704 Barrington Road Hanover Park, IL 60133 630.634.7400	**Elgin Community College (ECC)** 1700 Spartan Drive Elgin, IL 60123 847.697.1000
Higgins Educational Center (HEC) 1030 W. Higgins Road Hoffman Estates, IL 60169 847.755.6640	**Highland Woods Golf Course (HWGC)** 2775 N. Ela Rd. Hoffman Estates, IL 847.359.5850	**Forest View Educational Center** 2121 S. Goebbert Road (Door #2) Arlington Heights, IL 847.718.7600
The Grooming Lodge of Arlington Heights 1551 W Campbell Street Arlington Heights, IL 60005 847.398.9171	**Illinois workNet Center** 723 W. Algonquin Arlington Heights, IL 60005 847.758.2371	**John Hersey High School** 1900 E. Thomas St. Arlington Heights, IL 60004 847.718.4800
Palatine Opportunity Center 1585 N. Rand Road Rm 230 Palatine, IL 60067 847.776.9500	**Spring Valley Nature Sanctuary** 1111 E. Schaumburg Road Schaumburg, IL 60194 847.985.2100	

For more information on the motorcycle training site locations, see link below:
https://ce.harpercollege.edu/public/category/programArea.do?method=load&selectedProgramAreaId=29362

Exhibit 6.1. Campus Buildings and Acceptance Dates and Gross Square Feet

Building Name	Acceptance Dates	Gross Square Footage
Building A	1969	132,035
Building B	1969 (additions 1984, 2005; remodel 2018)	27,557
Building C	1969	23,244
Building D	1969 (additions 1974, 1985; remodel 2016)	140,236
Building E	1969	14,741
Building F	1969 (remodel 2018)	104,017
Building G (Parking Garage)	2015	284,933
Building H	1977 (additions 2015, 2018)	99,434
Buildings I, J	1980	94,458
Building L	1994	89,675
Building M (Wellness and Sports Center)	1980 (remodel 2018)	145,675
Building O (Observatory)	1990	910
Building P	1974	25,871
Building R (Performing Arts Center)	2002	44,805
Building S	1993	13,690
Building T	1973	5,576
Building U	1974	3,007
Building V	1974	13,694
Building W (Wojcik Conference Center)	2002	51,861
Building X (Health Careers Center)	2004	97,395
Building Y (Center for Emerging Technology)	2004	52,792
Building Z (Science Center)	2004	141,583
(HPC) Harper Professional Center	1982 (purchased in 2001)	41,536
(LCC) Learning & Career Center	1973 (purchased in 1994)	54,516
Total Square Feet (Owned)		**1,703,241**

Source: Physical Plant Department (July 2021)

Exhibit 6.2. Square Footage of Facilities

Fiscal Years 2020-2021		
Room Use		**Square Feet**
Classroom		230,575
Laboratory		163,927
Office		150,719
Study		38,242
Special Use	Athletic/P.E.	70,530
	All Other Special Use Facilities	6,829
General Use		96,585
Supporting Facilities		335,158
Health Care		1,425
Unclassified Facilities		5,333
Total Net Assignable Square Footage		1,099,323
NASF/GSF Ratio		65%
Total Gross Square Footage (Overall)		**1,703,241**

Source: Physical Plant Department (July 2021)

Exhibit 6.3. Land and Parking Summary

Fiscal Years 2020-2021	
Category	**Acres**
Landscaped Grounds	74.1
Physical Education and Athletic Fields	12.8
Building and Attached Structure	16.5
Experimental Plots	7.5
Other Instructional Areas	0
Parking Lots	39.1
Total Number of Parking Spaces on Campus	5,463
Number of Parking Spaces Listed on "Parking Lots" in which the State Participated	2,579
Roadways	12.9
Pond Retention and Drainage	12.3
Other	12.9
Total Assigned Area	188.2
Currently Unassigned	0
Total Acres	**188.2**
Number of Acres Paid by the State	**90.6**

Source: Physical Plant Department (July 2021)

Chapter VII
Human Resources

Chapter VII
Human Resources

Exhibit 7.1. Employee Headcount and Full-Time Equivalent (FTE) at Fall Census

Group	Headcount					Full-Time Equivalent (FTE)				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Credit Teaching Faculty	671	646	638	616	593	359.7	352.0	346.7	337.3	331.7
CE Teaching Faculty*	--	--	--	--	139	--	--	--	--	46.3
Staff	810	819	857	789	748	608.7	617.0	637.7	607.0	589.3
Total	**1,481**	**1,465**	**1,495**	**1,405**	**1,480**	**968.3**	**969.0**	**984.4**	**944.3**	**967.3**

Source: Fall Human Resources Census - ICCB C1 File and IPEDS Human Resources Survey
*CE Teaching Faculty reported to ICCB for the first time in fall 2021

Exhibit 7.2. Full-Time and Part-Time Employee Status by Occupational Category at Fall Census

Occupational Category	Full-Time Headcount					Part-Time Headcount				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Credit Instructional Staff	204	205	201	198	201	467	441	437	418	392
CE Instructional Staff*	--	--	--	--	0	--	--	--	--	139
Librarians	14	16	15	15	17	13	13	14	12	12
Student and Academic Affairs and Other Education Services	29	35	43	31	40	37	76	80	76	64
Management	36	25	38	37	34	0	0		2	
Business and Financial Operations	48	48	49	47	55	6	6	4	4	4
Computer, Engineering, and Science	76	81	76	76	71	12	13	10	11	12
Community Service, Legal, Arts, and Media	121	128	124	125	120	91	52	72	49	41
Healthcare Practitioners and Technical	1	1	2	3	3	94	102	109	83	71
Service Occupations	106	107	104	102	91	8	9	10	9	5
Sales and Related Occupations	22	20	20	22	22	5	5	6	6	7
Office and Administrative Support	55	55	57	58	57	36	27	24	21	22
Total	**712**	**721**	**729**	**714**	**711**	**769**	**744**	**766**	**691**	**769**

Source: Fall Human Resources Census - ICCB C1 File and IPEDS Human Resources Survey
*CE Instructional Staff reported to ICCB for the first time in fall 2021

Exhibit 7.3. Full-Time Equivalent by Occupational Category at Fall Census

Occupational Category	Full-Time Equivalent (FTE)				
	2017	2018	2019	2020	2021
Credit Instructional Staff	359.7	352.0	346.7	337.3	331.7
CE Instructional Staff*	--	--	--	--	46.3
Librarians	18.3	20.3	19.7	19.0	21.0
Student and Academic Affairs and Other Education Services	41.3	60.3	69.7	56.3	61.3
Management	36.0	25.0	38.0	37.7	34.0
Business and Financial Operations	50.0	50.0	50.3	48.3	56.3
Computer, Engineering, and Science	80.0	85.3	79.3	79.7	75.0
Community Service, Legal, Arts, and Media	151.3	145.3	148.0	141.3	133.7
Healthcare Practitioners and Technical	32.3	35.0	38.3	30.7	26.7
Service Occupations	108.7	110.0	107.3	105.0	92.7
Sales and Related Occupations	23.7	21.7	22.0	24.0	24.3
Office and Administrative Support	67.0	64.0	65.0	65.0	64.3
Total	**966.7**	**968.3**	**969.0**	**944.3**	**967.3**

Source: Fall Human Resources Census - ICCB C1 File and IPEDS Human Resources Survey
*CE Instructional Staff reported to ICCB for the first time in fall 2021

Exhibit 7.4. Full-Time and Part-Time Employees at Fall Census by Employee Type at Fall Census

Employee Type	2017	2018	2019	2020	2021
Academic Support	44	38	24	20	19
Administrative	41	37	38	35	36
Classified	187	178	167	156	159
Custodial/Maintenance	97	98	97	96	81
Professional/Technical	173	179	186	192	195
Supervisory	95	103	109	105	101
Teaching Faculty (Credit)	671	646	638	616	593
Teaching Faculty (CE)**	--	--	--	--	139
Other*	173	186	236	185	157
Total	**1,481**	**1,465**	**1,495**	**1,405**	**1,480**

Source: Fall Human Resources Census - ICCB C1 File
*Other includes Coaches, Tutors & Health Careers Clinical Supervisors
**CE Teaching Faculty reported to ICCB for the first time in fall 2021

Exhibit 7.5. Fall 2021 Employee Census by Employee Type and Full-Time/Part-Time Status

Employee Type	Full-Time		Part-Time		Total
	N	%	N	%	N
Academic Support	12	63.2%	7	36.8%	19
Administrative	36	100.0%	0	0.0%	36
Classified	117	73.6%	42	26.4%	159
Custodial-Maintenance	76	93.8%	5	6.2%	81
Professional-Technical	170	87.2%	25	12.8%	195
Supervisory	99	98.0%	2	2.0%	101
Teaching Faculty (Credit)	201	33.9%	392	66.1%	593
Teaching Faculty (CE)**	0	0.0%	139	100.0%	139
Other*	0	0.0%	157	100.0%	157
Total	**711**	**48.0%**	**769**	**52.0%**	**1,480**

Source: Fall Human Resources Census - ICCB C1 File
*Other includes Coaches, Tutors & Health Careers Clinical Supervisors
**CE Teaching Faculty reported to ICCB for the first time in fall 2021

Exhibit 7.6. Fall 2021 Employee Census by Employee Type and Gender

Employee Type	Male		Female		Total
	N	%	N	%	N
Academic Support	13	68.4%	6	31.6%	19
Administrative	24	66.7%	12	33.3%	36
Classified	123	77.4%	36	22.6%	159
Custodial-Maintenance	27	33.3%	54	66.7%	81
Professional-Technical	111	56.9%	84	43.1%	195
Supervisory	62	61.4%	39	38.6%	101
Teaching Faculty (Credit)	292	49.2%	301	50.8%	593
Teaching Faculty (CE)**	51	36.7%	88	63.3%	139
Other*	113	72.0%	44	28.0%	157
Total	**816**	**55.1%**	**664**	**44.9%**	**1,480**

Source: Fall Human Resources Census - ICCB C1 File
*Other includes Coaches, Tutors & Health Careers Clinical Supervisors
**CE Teaching Faculty reported to ICCB for the first time in fall 2021

Exhibit 7.7 Fall 2021 Employee Census by Employee Type and Race/Ethnicity

Employee Type	Asian		American Indian Alaskan		Black or African American		Hispanic or Latino		Native Hawaiian or Other		Multiracial		White		Unknown		Total
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Academic Support	0	0.0%	0	0.0%	2	10.5%		0.0%	0	0.0%	0	0.0%	16	84.2%	1	5.3%	19
Administrative	0	0.0%	0	0.0%	7	19.4%	1	2.8%	0	0.0%	1	2.8%	26	72.2%	1	2.8%	36
Classified	7	4.4%	0	0.0%	8	5.0%	19	11.9%	0	0.0%	2	1.3%	117	73.6%	6	3.8%	159
Custodial-Maintenance	3	3.7%	0	0.0%	6	7.4%	27	33.3%	0	0.0%	1	1.2%	43	53.1%	1	1.2%	81
Professional-Technical	16	8.2%	0	0.0%	10	5.1%	30	15.4%	0	0.0%	2	1.0%	133	68.2%	4	2.1%	195
Supervisory	4	4.0%	0	0.0%	2	2.0%	4	4.0%	0	0.0%	2	2.0%	87	86.1%	2	2.0%	101
Teaching Faculty (Credit)	30	5.1%	0	0.0%	15	2.5%	26	4.4%	1	0.2%	2	0.3%	444	74.9%	75	12.6%	593
Teaching Faculty (CE)**	8	5.8%	0	0.0%	5	3.6%	5	3.6%	1	0.7%	1	0.7%	70	50.4%	49	35.3%	139
Other*	6	3.8%	0	0.0%	2	1.3%	11	7.0%	0	0.0%	3	1.9%	72	45.9%	63	40.1%	157
Total	74	5.0%	0	0.0%	57	3.9%	123	8.3%	2	0.1%	14	0.9%	1,008	68.1%	202	13.6%	1,480

Source: Fall Human Resources Census - ICCB C1 File
*Other includes Coaches, Tutors & Health Careers Clinical Supervisors
**CE Teaching Faculty reported to ICCB for the first time in fall 2021

Exhibit 7.8 Fall 2021 Employee Census by Employee Type and Highest Credential Earned

Employee Type	Certificate		Associate		Bachelors		Masters		Doctoral		Unknown		Total
	N	%	N	%	N	%	N	%	N	%	N	%	N
Academic Support	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	19	100.0%	19
Administrative	0	0.0%	0	0.0%	3	8.3%	20	55.6%	10	27.8%	3	8.3%	36
Classified	0	0.0%	1	1.0%	32	31.7%	39	38.6%	9	8.9%	20	19.8%	101
Custodial-Maintenance	0	0.0%	5	2.6%	60	30.8%	60	30.8%	6	3.1%	64	32.8%	195
Professional-Technical	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	159	100.0%	159
Supervisory	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	81	100.0%	81
Teaching Faculty (Credit)	8	1.3%	12	2.0%	43	7.3%	382	64.4%	136	22.9%	12	2.0%	593
Teaching Faculty (CE)**	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	139	100.0%	139
Other*	0	0.0%	0	0.0%	2	1.3%	3	1.9%	1	0.6%	151	96.2%	157
Grand Total	8	0.5%	18	1.2%	140	9.5%	504	34.1%	162	10.9%	648	43.8%	1,480

Source: Fall Human Resources Census - ICCB C1 File
*Other includes Coaches, Tutors & Health Careers Clinical Supervisors
**CE Teaching Faculty reported to ICCB for the first time in fall 2021

Chapter VIII
Support Services

Academic Support Services

Exhibit 8.1. Resources for Learning

Library Services	2016-17	2017-18	2018-19	2019-2020 ^	2020-2021^^^
Patron Services					
Print and Media Circulation	16,833	13,405	33,144	28,936	5,000
E-Resource Searches	903,629	756,051	753,519	879,326	772,192
Resource Sharing/Interlibrary Loan					
Provided to Other Libraries	4,662	4,764	6,226	8,910	30
Received from Other Libraries	2,165	1,989	2,734	4,694	317
Patron Encounters					
Reference Requests	11,256	11,854	17,458	12,256	3,172
Information Desk	9,666*	11,810 @	N/A	N/A	N/A
Circulation Desk	13,355*	14,763 @	N/A	N/A	N/A
The Desk	N/A	N/A	39,580	59,757	-
The Other Desk	N/A	N/A	34,290	30,357	-
Study Room Usage	2,094*	2,235 @	10,889	6,903	-
Guided Tours, # patrons	1,520	1,041	1,255	394	-
Library Program Users				7,102	5,500	228
Total Patron Encounters	**37,891***	**41,703 @**	**110,574**	**115,167**	**3,400**
Library Instruction					
Classes Supported	251 **	290	262	222^ ^	255
Students Served	4,689 **	5,238	4,808	3,958^ ^	4,769
Make Shop Users	N/A	N/A	634	1,623	350
Peak Time Headcount	60	247	266	256	-
Gate Count	***	55,239 ****	487,902	401,407	-
Collections (Titles)					
Print Collection	119,761	121,327	120,623	125,573	127,783
Electronic Resources	835,935	1,024,195	1,024,599	960,400	957,772
Media Resources	20,478	21,591	22,532	23,495	23,557
Microfilm	73	73	73	0	-

Source: Library Services, Provost Office

* Numbers impacted by limited space and delayed awareness of the Library's temporary locations in D102 and H130. Three-fourths (3/4) of the book collection was inaccessibly housed in off-site storage.

** Numbers were impacted by lack of a dedicated instruction room. Most labs could only accommodate 25 students. Classes with large enrollment required offering two or more sesssions.

*** D102 and H130 did not have security gates to tabulate gate count.

**** Library relocated to F building on 4/2/18. Gate count is for 4/2/18 - 6/30/18.

@ Numbers were impacted by limited space in temporary locations in D102 and H130.

^Due to COVID-19, access to the Library and physical materials were unavailable from 3/13/20-6/30/20.

^ ^ Numbers are through mid March prior to close of building due to COVID-19.

^^^Due to Covid 19 the Library building was not open 2020-2021.

Exhibit 8.2. Innovative Instruction

Academy for Teaching Excellence	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Workshops and Faculty Consultations	609	769	1,188	1,551	1,661
Blackboard Course Websites Supported*	6,729	6,244	Not Reporting	Not Reporting	Not Reporting
Distance Course Development Requests	21	15	19	21	32
Blackboard Support Requests	3,834	2,259	2,878	5,163	5,466
Newly Eligible Online Faculty**	N/A	36	54	147	104

Source: Academy for Teaching Excellence, Provost Office
* The number of blackboard course websites supported is no longer applicable.
** Beginning in 2017-2018, the number of newly eligible online faculty was added.

Exhibit 8.3. Academic Support Center

ACADEMIC SUPPORT CENTER: Tutoring Center / Success Services/ Writing Center	2016-17	2017-	2018-19	2019-20**	2020-21**
Tutoring Center Total Contacts	**35,263**	**22,163**	**26,319**	**20,429**	**13,767**
Student Contacts	26,517	22,163	26,319	20,429	13,767
Computer Usage	8,746	---	---	---	---
Success Services Total Contacts	**7,724**	**7,625**	**5,106**	**4,527**	**1,968**
Student Contacts	4,158	3,267	2,083	2,505	431
Supplemental Instruction	3,566	4,358	3,023	2,022	1,537
Writing Center Total Contacts	**9,967**	**4,935**	**3,841**	**3,965**	**1,740**
Student Contacts	6,813	---	3,841	3,965	1,740
Computer Usage	3,154	---	---	---	---
Computer Usage & Independent Study Contacts*	---	8,644	16,556	13,981	0
Anatomy Room	---	---	2,744	3,335	296
Developmental Math Center	---	---	2,385	1,481	138
Academic Support Center Total:	**52,954**	**43,367**	**56,951**	**47,718**	**17,909**

Source: Academic Support Center (Tutoring Center/Success Services/Writing Center) Provost Office
*Beginning FY 2017-18, all Academic Support Center computer use contacts are reflected in this section.
**Due to COVID-19, physical access to the Academic Support Center has been unavailable since 3/16/2020. Student participation has been impacted, since all services have moved online.

Student Support Services

Exhibit 8.4. Student Support Services

Support Service Area	2016-17	2017-2018	2018-2019	2019-2020	2020-2021
Advising Services Center	---	---	---	166,818	243,817
Counseling Services Center	---	---	---	22,723	5,789
Academic Advising and Counseling Center	53,431	64,367	52,759	See Above	See Above
Student and Community Contacts			*		
Access and Disability Services	38,006	40,317	36,421	31,431	26,703
Student and Community Contacts					
Assessment Center	25,994	23,721	24,038	20,891	11,778
Tests Administered					
Center for New Students and Orientation	49,887	43,781	38,212	49,232	110,406
Student and Community Contacts					
Women's Program	9,644	10,198	12,257	15,002	11,006
Student and Community Contacts					

Source: Student Affairs

* Academic Advising and Counseling Center is now separated into the Advising Services center and the Counseling Services center.

Advising Services offers case-managed academic advising by full-time Academic Advisors. Counseling Services offers career, personal and educational counseling by full-time Counseling Faculty.

Financial Aid

Exhibit 8.5. Federal and State Financial Aid Support to Students

Financial Aid Awards	2016-17	2017-18	2018-19	2019-20	2020-21
Number of Awards by Type*					
Pell Grant	3,807	3,913	3,700	3,817	3,083
Academic Competitiveness Grant (ACG)	0	0	0	0	0
Work Study	68	68	95	72	21
Supplemental Educational Opportunity Grant (SEOG)	490	472	711	628	819
Federal Stafford Loan	1,068	959	780	712	486
Illinois Student Assistance Commission (ISAC)	1,403	1,700	1,794	2,194	2,107
IL Vets	107	107	111	91	65
Total	**6,943**	**7,219**	**7,191**	**7,514**	**6,581**
Amount of Awards by Type					
Pell Grant	$11,619,640	$13,082,972	$12,889,967	$13,209,416	$11,018,473
Academic Competitiveness Grant (ACG)	$0	$0	$0	$0	$0
Work Study	$171,760	$173,268	$210,248	$231,361	$74,189
Supplemental Educational Opportunity Grant (SEOG)	$180,176	$181,819	$260,749	$241,187	$382,898
Federal Stafford Loan	$5,494,148	$5,029,684	$4,076,634	$3,714,741	$2,566,857
Illinois Student Assistance Commission (ISAC)	$1,813,138	$2,329,463	$2,367,490	$2,868,080	$2,780,780
IL Vets	$233,951	$301,770	$325,994	$243,630	$173,167
Total	**$19,512,814**	**$21,098,976**	**$20,131,082**	**$20,508,415**	**$16,996,364**

Source: Financial Aid Office
*Duplicated count (students may receive more than one type award)

For more information on Grants: harpercollege.edu/registration/financialaid/grants.php
For more information on Loans: harpercollege.edu/registration/financialaid/loans/index.php

Exhibit 8.6. Race/Ethnicity of Financial Aid for All Recipients*

Race/Ethnicity	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	N	%	N	%	N	%	N	%	N	%
Asian or Pacific Islander	384	7.2%	231	4.3%	167	3.2%	136	2.3%	97	1.8%
American Indian or Alaskan Native	11	0.2%	10	0.2%	3	0.1%	6	0.1%	5	0.1%
Black	282	5.3%	198	3.7%	148	2.9%	109	1.9%	79	1.5%
Hispanic	800	14.9%	587	10.9%	395	7.7%	391	6.7%	239	4.5%
White	3,672	68.4%	4,193	77.7%	4,273	83.4%	5,073	87.0%	4858	90.3%
Unknown	222	4.1%	175	3.2%	137	2.7%	113	1.9%	99	1.8%
Total	**5,371**	**100%**	**5,394**	**100%**	**5,123**	**100%**	**5,828**	**100%**	**5,377**	**100%**

Source: Financial Aid Office.
* Unduplicated counts.

Chapter IX
Recognitions and Awards

Chapter IX
Recognitions and Awards

Awarded from July 2020-June 2021

National

- **36th Annual Educational Advertising Awards:** Recipients in five categories, 2021.

    - Gold Brochure Harper College Physical and Life Science Area of Interest
    - Gold Digital Video Ad (Less than two minutes) Harper College Spring Semester Digital Ads
    - Gold Other: Misc. Collateral, Special Promotional Harper College Realizing Dreams Book 2020
    - Gold Social Media Content Harper College Destination Harper,
    - Bronze Publication/External Harper College Catalyst Fall 2020

- **Federal Aviation Administration:** Harper's College's Drone Technology and Applications Certificate Program was selected for the Unmanned Aircraft Systems-Collegiate Training Initiative (UAS-CTI), 2021.

- **Men's Soccer Team:** Ranked 5th in the Nation, June 2021.

- **National Council for Marketing and Public Relations (NCMPR) Medallion Award 2020:** Recipients in five categories, 2020.
    - Magazine
    - Brochure (Single or Series)
    - Video Shorts (Series)
    - Notes/Cards/Invitations
    - TV/Video Advertisement (Single or Series)

State and Regional

- **Accounting Certificate Degree Program:** Ranked among *Intelligent.com* Top 50 Best Accounting Certificate Degree Programs, May 2021.

- **Illinois Community College Trustees Association (ICCTA) Business/Industry Partnership Award**: Recognized Harper College and Northrup Grumman Corporation, 202.1

- **Men's Soccer Team:** NJCAA Region IV/Midwest District Champions, June 2021.

- **Practical Nursing Certificate Program**: Ranked 1st in the LPN Programs in Illinois by the Best Value Schools, May 2021.

- **Trade School:** *Best Value Schools* rated Harper College as the fifth best trade school in Chicago in 2021, June 2021.

Source: President Reports July 2020-June 2021 & Departments