



**HOWARD**  
COMMUNITY COLLEGE

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*Board of Trustees’  
Work Session  
and  
Board Meeting  
Materials*

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October 24, 2007  
The Rouse Company Foundation Student  
Services Hall – 6:00 pm

# GROUND RULES

1. Board members practice respectful dialogue that serves the best interests of the college.
2. Each board member works to integrate servant-leadership into the board culture.
3. Each board member has the opportunity to speak uninterrupted.
4. Board members come prepared – board chair needs to understand what is required and set time and material appropriately.
5. Board chair acts as caretaker for the board – acts as filter, evaluates agenda for time well spent.
6. Board chair speaks for the board to the media.
7. Consent materials are available 10 days in advance; remaining board materials are available seven days in advance.
8. Board members should route any requests for additional information to the board chair or the president at least two business days prior to the board meeting.

# Howard Community College's *Dragon Principles*

We promise to help our students, employees, and community members "get there from here."

We pledge to...

Be friendly

Be helpful to our students and community

Be considerate of each other

And we pledge to...

**Keep our Focus on Students!**



**Board of Trustees**  
**October 24, 2007**  
**The Rouse Company Foundation Student Services Hall**  
**Room: 400**

**Work Session** 6:00 pm (Please note: dinner will NOT be served due to the building naming reception prior to the board meeting)

- I. Introduction of New Employees
- II. Recognition of the Grand Prix Board Chair
- III. Recognition of Award Recipient, Diane Schumacher
- IV. Meeting with Auditors
- V. Information Session: Generation Next

**Regular Meeting** – Immediately following the work session

- A. Approval of October 24, 2007, Agenda
- B. Board Priority Items
  1. Report on Board End: Student and Stakeholder Focus
  2. Fiscal Year 2007 Audit Report and College Response to Management Letter
- C. President's Report
- D. Board Member Comments
- E. Approval of:
  1. September 19, 2007, Work Session Minutes
  2. September 19, 2007, Regular Session Minutes
  3. September 19, 2007, Closed Session Minutes
- F. Consent Items
  1. Proposed New Hires
  2. Telecommunications Services
  3. Athletic Fields Phase IV, Change Orders 4 and 5
  4. Belmont Inn and Conference Center Interior Design Services
  5. Fiscal Year 2009 Capital Budget
  6. Environmental Services Company Providing Personnel for Third Shift Housekeeping
- G. Information Items
  1. Issue Bin
  2. Board Calendar
  3. Agreements Signed by the Board Chair Disclosure
  4. Financial Statements
  5. Personnel Summary

**Adjournment**



## **I – Introduction of New Employees**

For the trustees' information, newly hired employees approved by the board at its September 19, 2007, meeting will be introduced to the trustees by Dr. Hetherington and area vice presidents.



## **II – Recognition of Grand Prix Board Chair**

### **Mike Drummond Information**

- Associates degree from the former Catonsville Community College
- Bachelor's degree from Louisiana State University
- Started working with Harkins Builders in 1980 while still in school at LSU
- Joined the company full time in 1984
- Joined the Grand Prix board in 2004
- Became chair-elect in 2006
- Completed his first year of a two-year chairperson term with the recent 2007 Grand Prix (also became a member of the HCCEF board in October 2006)
- Brings valuable people skills and motivational skills to the foundation board and generates enthusiasm
- Leads by example and instills a commitment from others
- Has an incredibly contagious sense of humor (a great asset for 8 a.m. meetings)

### **2007 Grand Prix Information**

Mike's leadership was integral to the success of the 2007 event and it was "the place to be on a September afternoon in Howard County..." The weather was spectacular and the tent, lawn, and bleacher areas full of guests enjoying the horses and the company. Initial revenue figures are \$160,000, but the expectation is that this number will increase. The 2006 Grand Prix's initial revenue number was \$150,000, which finally reached a total net profit of \$182,000 by the time the budget was closed. Final FY08 numbers should be available by January 2008 after all expenses have been received and taken into account.

For the first time, all 1,200 raffle tickets were sold and have been accounted for! The team competition among the Grand Prix Board and the Foundation Board members was an incentive that really worked this year (or maybe it was the threat of the losing team shoveling horse manure if they did not sell all the tickets that was the motivator). Whatever it was it worked! The projected revenue for raffle ticket sales was \$90,000; we accomplished revenue of \$103,545.

### **Comments from Mike Drummond:**

"I am not sure what you can say about me as the GP chair but I am sure you will come up with something appropriate. The one thing I always like to tell people about my involvement is you do not necessarily have to be a pillar of the community or an

executive of a company to become involved. You can also become involved if you have a great company behind you that understands we need to give back to the community. Harkins has always had a corporate culture that allows me the time and resources to become involved. Equally important to having a great company behind you I think you have to passionately believe in the cause and be willing to sacrifice by donating your own time and money. It is difficult to ask someone to support your cause if you cannot support it yourself. I know from my own life experience that a community college is a great place to get an education. For many students it is the starting point that becomes the foundation for future success.”

### **III – Recognition of Award Recipient, Diane Schumacher**

**Person being introduced:**

Diane Schumacher, director of athletics

**Background:**

On October 8, 2007, Diane Schumacher, director of athletics, was honored as a recipient of the 2006-2007 Administrator of the Year Award by the National Association of Collegiate Women Athletics Administrators (NACWAA). She received her award at a NACWAA convention in St. Petersburg, Florida. Diane is one of five other administrators from the National Collegiate Athletic Association division IA, division IAA, division IAAA, division II, and division III schools who was recognized at the convention. Winners of the award were chosen by a selection committee based on nominations from Janice Marks, associate vice president of student development, and Sharon Schmickley, chair, business and computers division. There were nine categories for the selection and Diane was selected for her achievements in improving the college's athletic profile, facilities, and athletic programs.

At the Maryland Junior College Athletic Association (JUCO) athletic directors' meeting this spring, Diane was also selected as Maryland JUCO Athletic Director of the Year and received her award on October 10. She was selected based on her professional and program excellence in academics, sportsmanship, athletics, contributions to the conference, and professional development.

Prior to coming to HCC, Diane was the first American player elected to the International Softball Federation Hall of Fame, threw out the first pitch in the 1996 Olympics, and continues to serve as a member of the USA Softball Olympics coaching staff.

Diane will attend the October 24, 2007, meeting of the board in order for the trustees to have an opportunity to acknowledge her accomplishments.



## **IV – Meeting with Auditors**

At its September 5, 2007, meeting, members of the audit and finance committee of the board of trustees met with Charles Kelly, a manager at Clifton Gunderson, to receive a preliminary report of the college audit process. At that time, a first draft of the financial statements was reviewed and Mr. Kelly discussed the audit process and findings. Mark Gillett, the audit partner, is attending the October 24, 2007, work session to answer any questions on the final audit and the management letter.

As part of the board of trustees' discussion items, the board must approve the management letter and college response so that it can be sent along with the financial statements to the appropriate state and federal agencies.



## **V – Information Session: Generation Next**

### **Group being Introduced:**

Cindy Peterka, vice president of student services, and students Kudzai Dzmiri, Mekdela Fekadu, Emily Joo, Wesley Myers, and Mario Rodriguez.

### **Background:**

Generation Next is a term used to describe individuals between the ages 16 and 25. The Generation Next initiative is a series of documentaries aired on Public Broadcasting Service (PBS) stations that were developed by broadcast journalist Judy Woodruff to learn more about the attitudes, beliefs, and needs of Generation Next. The documentaries explore what brings Generation Next together and what sets them apart from other generations. Some characteristics of Generation Next students are: they are more comfortable with globalization and new ways of doing work; they maintain close contact with parents and family; and they use technology and the internet as an integral part of their daily life, particularly their social lives.

Interest in the topic of Generation Next came from board attendance at the 2006 National Congress of the Association of Community College Trustees (ACCT). Kudzai Dzmiri, Mekdela Fekadu, Emily Joo, Wesley Myers, and Mario Rodriguez are Generation Next students who will present their versions of Generation Next related to their learning and their experiences here at the college. Cindy Peterka, vice president of student services will introduce the students.

The article, *A Portrait of "Generation Next": How Young People View Their Lives, Futures and Politics* follows this item.

A video from a web link will be presented prior to the student presentations.



**THE PEW RESEARCH CENTER**  
**For The People & The Press**

FOR RELEASE: TUESDAY JANUARY 9, 2007 2:00 PM

**How Young People View Their Lives, Futures and Politics**  
**A PORTRAIT OF “GENERATION NEXT”**

*A Survey Conducted in Association with:  
The Generation Next Initiative  
and Documentary produced by MacNeil/Lehrer Productions*

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# 2006 Generation Next Study

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**A** new generation has come of age, shaped by an unprecedented revolution in technology and dramatic events both at home and abroad. They are Generation Next, the cohort of young adults who have grown up with personal computers, cell phones and the internet and are now taking their place in a world where the only constant is rapid change.

In reassuring ways, the generation that came of age in the shadow of Sept. 11 shares the characteristics of other generations of young adults. They are generally happy with their lives and optimistic about their futures. Moreover, Gen Nexters feel that educational and job opportunities are better for them today than for the previous generation. At the same time, many of their attitudes and priorities reflect a limited set of life experiences. Marriage, children and an established career remain in the future for most of those in Generation Next.

More than two-thirds see their generation as unique and distinct, yet not all self-evaluations are positive. A majority says that “getting rich” is the main goal of most people in their age group, and large majorities believe that casual sex, binge drinking, illegal drug use and violence are more prevalent among young people today than was the case 20 years ago.

In their political outlook, they are the most tolerant of any generation on social issues such as immigration, race and homosexuality. They are also much more likely to identify with the Democratic Party than was the preceding generation of young people, which could reshape politics in the years ahead. Yet the evidence is mixed as to whether the current generation of young Americans will be any more engaged in the nation’s civic life than were young people in the past, potentially blunting their political impact.

This report takes stock of this new generation. It explores their outlook, their lifestyle and their politics. Because the boundaries that separate generations are indistinct, the definition of Generation Next – and other

<b>Generation Next</b>		Age
		<u>18-25</u>
		%
<i>Think your generation is unique and distinct?</i>	Yes	68
	No	31
	DK	<u>1</u>
		100
<i>Compared with 20 years ago young adults today have...</i>		%
Better educational opportunities		84
Access to higher paying jobs		72
Live in more exciting times		64
<i>Compared with 20 years ago young adults today...</i>		%
Have more casual sex		75
Resort to violence more		70
Binge drink more		69
Use more illegal drugs		63
Vote less often		49
		-----Age-----
<i>2004 presidential vote*</i>	<u>18-25</u>	<u>26+</u>
	%	%
John Kerry	56	47
George W. Bush	43	52
Other/Didn't vote	<u>1</u>	<u>1</u>
	100	100
<i>Homosexuality should be...</i>		
Accepted	58	50
Discouraged	32	39
Mixed/DK	<u>10</u>	<u>11</u>
	100	100
<i>Impact of immigration...</i>		
Strengthens nation	52	39
A burden	38	42
Mixed/DK	<u>10</u>	<u>19</u>
	100	100
Based on 2006 Gen Next Survey		
* 2004 NEP Exit Polls, 18-24 year-old voters		

generational groups mentioned in this report – are necessarily approximate. For analysis purposes, Generation Next includes those Americans between the ages of 18 and 25 years old.

***Meet Generation Next:***

- They use technology and the internet to connect with people in new and distinctive ways. Text messaging, instant messaging and email keep them in constant contact with friends. About half say they sent or received a text message over the phone in the past day, approximately double the proportion of those ages 26-40.
- They are the “Look at Me” generation. Social networking sites like Facebook, MySpace and MyYearbook allow individuals to post a personal profile complete with photos and descriptions of interests and hobbies. A majority of Gen Nexters have used one of these social networking sites, and more than four-in-ten have created a personal profile.
- Their embrace of new technology has made them uniquely aware of its advantages and disadvantages. They are more likely than older adults to say these cyber-tools make it easier for them to make new friends and help them to stay close to old friends and family. But more than eight-in-ten also acknowledge that these tools “make people lazier.”
- About half of Gen Nexters say the growing number of immigrants to the U.S. strengthens the country – more than any generation. And they also lead the way in their support for gay marriage and acceptance of interracial dating.
- Beyond these social issues, their views defy easy categorization. For example, Generation Next is less critical of government regulation of business but also less critical of business itself. And they are the most likely of any generation to support privatization of the Social Security system.
- They maintain close contact with parents and family. Roughly eight-in-ten say they talked to their parents in the past day. Nearly three-in-four see their parents at least once a week, and half say they see their parents daily. One reason: money. About three-quarters of Gen Nexters say their parents have helped them financially in the past year.
- Their parents may not always be pleased by what they see on those visits home: About half of Gen Nexters say they have either gotten a tattoo, dyed their hair an untraditional color, or had a body piercing in a place other than their ear lobe. The most popular are tattoos,

which decorate the bodies of more than a third of these young adults.

- One-in-five members of Generation Next say they have no religious affiliation or are atheist or agnostic, nearly double the proportion of young people who said that in the late 1980s. And just 4% of Gen Nexters say people in their generation view becoming more spiritual as their most important goal in life.
- They are somewhat more interested in keeping up with politics and national affairs than were young people a generation ago. Still, only a third say they follow what's going on in government and public affairs "most of the time."
- In Pew surveys in 2006, nearly half of young people (48%) identified more with the Democratic Party, while just 35% affiliated more with the GOP. This makes Generation Next the least Republican generation.
- Voter turnout among young people increased significantly between 2000 and 2004, interrupting a decades-long decline in turnout among the young. Nonetheless, most members of Generation Next feel removed from the political process. Only about four-in-ten agree with the statement: "It's my duty as a citizen to always vote."
- They are significantly less cynical about government and political leaders than are other Americans or the previous generation of young people. A majority of Americans agree with the statement: "When something is run by the government, it is usually inefficient and wasteful," but most Generation Nexters reject this idea.
- Their heroes are close and familiar. When asked to name someone they admire, they are twice as likely as older Americans to name a family member, teacher, or mentor. Moreover, roughly twice as many young people say they most admire an entertainer rather than a political leader.
- They are more comfortable with globalization and new ways of doing work. They are the most likely of any age group to say that automation, the outsourcing of jobs, and the growing number of immigrants have helped and not hurt American workers.

- Asked about the life goals of those in their age group, most Gen Nexters say their generation's top goals are fortune and fame. Roughly eight-in-ten say people in their generation think getting rich is either the most important, or second most important, goal in their lives. About half say that becoming famous also is valued highly by fellow Gen Nexters.

This report is drawn from a broad array of Pew Research Center polling data. The main survey was conducted Sept. 6-Oct. 2, 2006 among 1,501 adults – including 579 people ages 18-25. In addition, the report includes extensive generational analysis of Pew Research Center surveys dating back to 1987.

Much of the analysis deals with comparisons among the four existing adult generations. For purposes of this report, *Generation Next* is made up of 18-25 year-olds (born between 1981 and 1988). *Generation X* was born between 1966 and 1980 and ranges in age from 26-40. The *Baby Boom* generation, born between 1946 and 1965, ranges in age from 41-60. Finally, those over age 60 (born before 1946) are called the *Seniors*. These generational breaks are somewhat arbitrary but are roughly comparable to those used by other scholars and researchers.

The report is divided into four main sections: (1) Outlook and World View, (2) Technology and Lifestyle, (3) Politics and Policy, and (4) Values and Social Issues.

#### About the Project

In coordination with *Generation Next*, an initiative aimed at studying the lives and opinions of young people, the Pew Research Center for the People & the Press conducted a special survey in September and October 2006. The survey included an oversample of 18-25 year olds, who were reached on both landline and cell phones.

To place *Generation Next* in perspective, this report also draws on the full history of Pew Research Center surveys over the past 20 years, as well as exit poll analysis and census data on youth voting patterns. For more details on the *Gen Next* survey and other data sources, see pages 42-43.

# I. OUTLOOK AND WORLD VIEW

## *Enjoying Life*

Young adults are generally content with their lives today. They are not overly stressed about conditions in the nation, and they are extremely optimistic about the future. About a third of Generation Nexters (34%) characterize their quality of life as excellent, and fully 84% say their life is excellent or good. Just 14% say their quality of life is only fair or poor. Similarly, 30% of young people say they are very happy with the way things are going in their lives these days, while 63% say they are pretty happy.

These older teens and twenty-somethings also are quite content with most specific aspects of their personal lives. More than nine-in-ten are satisfied with their family life (93%) and their relationships with their parents (91%). More than eight-in-ten are satisfied with their housing situation (82%) and the amount of free time they have (81%).

Even in their financial lives, these young people are relatively content. Roughly eight-in-ten (78%) say they are satisfied with their standard of living. Among Gen Nexters who are working either full or part-time, 82% say they are satisfied with the kind of work they do. Job satisfaction is slightly higher among working Generation Xers (people ages 26-40) and Baby Boomers (those ages 41-60). Two-thirds of young people (66%) are satisfied with their incomes, which is slightly lower than the proportion of older people expressing that view.

When it comes to the state of the nation, Gen Nexters are fairly positive as well. More than four-in-ten (43%) say they are satisfied with the way things are going in the country today; 52% are dissatisfied. Older Americans have a more negative view of conditions in the country – 31% are satisfied with the way things are going, while 62% are

<b>Life is Good</b>				
	-----Age-----			
	18-25	26-40	41-60	61+
Quality of life*	%	%	%	%
Excellent/Good	84	81	83	82
Only fair/Poor	14	18	17	16
Don't know	<u>2</u>	<u>1</u>	<u>*</u>	<u>2</u>
	100	100	100	100
<i>How are things in your life?***</i>				
Very happy	30	34	36	40
Pretty happy	63	52	51	42
Not too happy	6	13	11	16
Don't know	<u>1</u>	<u>1</u>	<u>2</u>	<u>2</u>
	100	100	100	100
<i>Percent satisfied with...***</i>				
Family life	93	93	90	88
Housing	82	87	88	93
Free time	81	79	78	78
Standard of living	78	80	75	83
Job <sup>^</sup>	82	87	87	--
Income	66	71	69	74
<sup>^</sup> Based on those who are employed.				
Sources: * Pew Social Trends, Feb. 2006				
** 2006 Gen Next Survey				
*** Pew Social Trends, Oct. 2005				

dissatisfied.

In addition, young people are more optimistic about their own futures and about the world that today's youth will inherit. When asked to envision their lives five years from now, 74% of Gen Nexters put themselves on the top three rungs of a 10-step imaginary ladder (where 10 represents the best possible life), 8% place themselves on the middle of the ladder, and 10% put themselves on the lower end of the ladder. Older age groups have a less optimistic view of their futures. Among those over the age of 25, nearly six-in-ten (59%) picture themselves at or near the top of the life ladder in five years, 13% see themselves in the middle of the ladder, and 15% think they will be at the lower end of the ladder.

By a margin of 45%-39%, Gen Nexters say the children of today will be better off when they grow up, as opposed to worse off, than people are now. The balance of opinion is more negative among older age groups: Just a third of those ages 26 and older think life will be better when today's kids grow up, compared with 52% say life will be worse.

Older age groups may be pining away for the good old days. Among those over the age of 25, 70% say that life was better for young adults twenty years ago; only 23% say it is better to be a young adult today. Gen Nexters are more evenly divided on this issue: 50% say it is better to be a young adult today, while 45% say it was better 20 years ago.

<b>Gen Next More Optimistic</b>		
	---Age---	
<i>Expectations for your life five years from now...*</i>	<u>18-25</u> %	<u>26+</u> %
High (best)	<b>74</b>	<b>59</b>
Medium	8	13
Low (worst)	10	15
Don't know	<u>8</u>	<u>13</u>
	100	100
<i>When today's children grow up life will be...**</i>		
Better	45	33
Worse	<b>39</b>	<b>52</b>
Same	4	4
Don't know	<u>12</u>	<u>11</u>
	100	100

Sources:  
 \* Pew Social Trends, June 2006, based on 10-point scale with ratings of 8-10 coded as High, 6-7 as Medium, and 0-5 as Low.  
 \*\* Pew Social Trends, Feb. 2006

<b>How is Life Better Today?</b>				
(Based on 18-25 year-olds)				
	Young adults today have <u>it better</u>	Young adults 20 years ago <u>had it better</u>	(Vol.)	
	%	%	<u>Same</u>	<u>DK</u>
<i>When it comes to...</i>	%	%	%	%
Getting a good education	84	12	2	2=100
Getting a high paying job	72	23	3	2=100
Having sexual freedom	66	25	4	5=100
Living in an exciting time	64	27	7	2=100
Bringing about social change	56	35	4	5=100
Enjoying financial security	47	44	4	5=100
Buying a house	31	62	3	4=100

Source: 2006 Gen Next survey

By wide margins, Generation Nexters say they have better educational opportunities and a better chance at getting a high paying job than young adults did 20 years ago. Majorities also believe they have more sexual freedom, live in a more exciting time, and are more able to bring about social change compared with young adults 20 years ago.

The two areas where Gen Nexters are more skeptical that young people have it better today than in the 1980s involve financial matters. Less than half (47%) of today’s young people say they have a better chance at enjoying financial security than did young people in the 1980s while 44% say young people back then had the edge in this regard. And just 31% say it is easier for young adults today to buy a house; 62% think it was easier twenty years ago.

A *Time*/CNN survey conducted in 1990 provides some interesting insight into how Generation Next differs from Generation X when they were young. Gen Nexters are much more likely to believe they are living in an exciting time than were Gen Xers in 1990 (64% vs. 50%, respectively).<sup>1</sup> Gen Nexters are also more apt to say they have greater sexual freedom: 66% vs. 54% of Gen Xers in 1990. In addition, Gen Nexters feel somewhat more empowered in terms of their ability to bring about social change: 56% vs. 48% of Gen Xers in 1990.

	1990 Gen X*	2006 Gen Next**	Diff
<i>Compared w/ 20 years ago young people have it better...</i>	%	%	
Living in an exciting time	50	64	+14
Having sexual freedom	54	66	+12
Bringing about social change	48	56	+8
Buying a house	28	31	+3
Getting a high paying job	79	72	-7
Enjoying financial security	53	47	-6

Sources: \* 1990 Time/CNN survey; \*\* 2006 Gen Next survey

The two areas where Generation X had a slightly more positive view of their abilities and opportunities involve personal finances. Gen Xers were somewhat more optimistic than today’s young people about their ability to obtain a high-paying job. Nearly eight-in-ten of those questioned in the 1990 survey (79%) said they had a better shot at this than the young people living in the 1960s and 1970s. This compares to 72% of Gen Nexters. Similarly, Gen Xers had a slightly more positive view of their generation’s prospects for financial security.

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<sup>1</sup>In the 1990 survey Gen Xers were asked to compare their life to young adults in the 1960s and 1970s.

## Worries and Challenges

As is the case for many Americans, money is a source of worry for Gen Nexters. When asked to name the most important problem facing them in their lives today, 30% of Nexters mentioned financial issues including bills, debt and the cost of living. This was also the top concern of those over age 25.

The second biggest concern for young people is education. Nearly one-in-five (18%) say getting into college, paying for tuition, handling the workload and graduating are among their most important problems. Young people also worry about their jobs and careers: 16% name finding a job, career advancement, job security and job satisfaction as their most important problem. This is less of a worry for older Americans; just 6% name job-related issues as their most important problem.

### Most Important Problem

<i>Most important problem facing you...</i>	---Age---	
	<u>18-25</u>	<u>26+</u>
	%	%
Money/finances/debt	30	27
College/education	<b>18</b>	<b>1</b>
Career/job	<b>16</b>	<b>6</b>
Family/relationships	<b>7</b>	<b>13</b>
Miscellaneous	5	7
Health	<b>2</b>	<b>15</b>
Nat'l/Int'l conditions	<b>2</b>	<b>8</b>
Other	7	8
No problems	12	15
Don't know	5	4

Source: 2006 Gen Next Survey. Figures add to more than 100% due to multiple responses.

Beyond financial concerns, the problems young people face are dictated largely by their stage in life. For instance, they are much less focused on health care concerns and family and relationships than are older Americans. Just 2% of Gen Nexters cite a health concern as their most important problem, compared with 15% of those over age 25. Similarly among the older generations, 13% mention family issues such as raising children, childcare, aging parents and marriage as their biggest worries. Only 7% of young people cite these issues.

Older people also are slightly more focused on national and international problems than are young people. Among those over age 25, 8% named issues such as the economy, the war in Iraq, terrorism, gas prices, and politics when asked about their most important problem. Only 2% of Gen Nexters mentioned these types of issues. By contrast, Nexters are somewhat more focused on personal or internal issues than are older generations. Nearly three-quarters (74%) of 18-25 year-olds named an issue in their *own life* when asked about their most important problem; only 2% mentioned something that related to the outside world. Among older Americans, 65% cited an internal problem and 10% pointed to an external problem.

### ***A Unique Generation?***

A majority of those ages 18-25 (68%) see their generation as unique and distinct from other generations. This sentiment is held by young people across the board – men, women, conservative, moderate, white and non-white. Gen Nexters are more apt to say their own generation is unique than they are to say the same of the generation that came just before them. Only 44% of Nexters say those who are in their 30s today are part of a unique or distinct generation, 53% say they are not.

While most Gen Nexters see themselves as part of a unique generation, they are hard-pressed to come up with a word or phrase to describe their generation. In fact, they had an easier time describing their *parents'* generation than they did their own. Survey respondents were asked to give one word or phrase that best describes their generation. No single response was offered by more than a handful of Gen Nexters. The words and phrases they used varied widely, ranging from “lazy” to “crazy” to “fun.” When asked to describe their parents’ generation, Nexters used words like “hard-working,” “conservative” and “hippie.”

Generation Next is not the only generation that lacks a clear identity. Even those in the Baby Boom generation (age 41-60) seemed hard-pressed to answer the question: roughly 10% of them offered up the term “Baby Boomer” when asked what one word or phrase best described their generation. Beyond that, there was not a great deal of agreement, even among this group.

### ***Heroes and Role Models***

When asked who they admire most, aside from friends and family members, Nexters cast a fairly wide net. They tend to point to people with whom they have personal relationships rather than the famous. For older generations, it is just the opposite. Well-known figures come to mind more readily than close contacts.

A quarter of 18-25 year-olds name a person who is close to them as the person they admire most. For many (12%) it is a teacher, professor or mentor. Others point to their boss, a family member, a friend, or a significant other (3% for each). Among the older generations, only 11% name someone with whom they have a close personal relationship.

Many Nexters also admire entertainers; 14% named a famous personality when asked who they admire most. Athletes, actors, singers and TV personalities are among the list of entertainers

offered up by young people.

Overall, entertainers trump political leaders as admired figures among Nexters by nearly a two-to-one margin. Only 8% of young people named a current or former elected official when asked who they admire most. Politicians are much more popular with the older generations (20%). Among both young and old Americans, George Bush, Bill Clinton and Jimmy Carter were mentioned most often. Ronald Reagan made the older generation's list of most admired people, but he was not mentioned by a single Gen Nexter. Non-presidents who were mentioned include Hillary Clinton, Condoleezza Rice, Colin Powell and Al Gore.

Some Gen Nexters mentioned spiritual leaders when asked whom they admire most (6%). Among those named were a pastor or priest, God or Jesus, Mother Teresa, and the Dalai Lama. Spiritual leaders were much more popular among the older generations – 15% of those over age 25 named a religious figure when asked whom they admire most. Among older Americans, pastors, priests and ministers were mentioned most often (8%).

	----Age----	
	18-25	26+
	%	%
<b>People you know</b>	<b>25</b>	<b>11</b>
Teacher/Professor/Mentor	12	2
Boss	3	3
Family member	3	1
<b>Entertainers</b>	<b>14</b>	<b>11</b>
Athletes	4	1
Singers	3	2
Actors	3	1
<b>Political leaders</b>	<b>8</b>	<b>20</b>
George Bush	3	9
Bill Clinton	1	2
Jimmy Carter	*	1
<b>Spiritual leaders</b>	<b>6</b>	<b>15</b>
Pastor/Priest/Minister	3	8
God/Jesus Christ/Lord	3	4
Mother Teresa	*	1
<b>Soldiers/servicemen</b>	<b>1</b>	<b>2</b>
<b>Business leaders</b>	<b>1</b>	<b>1</b>
<b>Historical figures</b>	<b>1</b>	<b>1</b>
<b>International political leaders</b>	<b>*</b>	<b>1</b>
Other	9	7
None	19	16
Don't know	<u>16</u>	<u>15</u>
	100	100

Source: 2006 Gen Next Survey. Top three responses for Gen Next within each net category shown.

### *A Critical Self-Portrait*

Gen Nexters offer some fairly harsh assessments about how their behavior and lifestyle compares with the generation that preceded them. A strong majority (75%) say today's youth are more likely to have casual sex than were young people 20 years ago. Only 7% of Nexters say their generation has less casual sex and 17% say they have about the same amount. Seven-in-ten Nexters say today's youth resort to violence to solve conflicts more often than the previous generation. And nearly as many Nexters say they engage more often in binge drinking (69%) and illegal drug use (63%) when compared to their predecessors.

Nexters think young adults 20 years ago were more conscientious than themselves when it came to civically-minded activities. Fully 49% of Nexters say their generation votes *less* often than the youth of the 1980s. Only 34% of Nexters say their generation vote more than young people did 20 years ago, 14% see no difference. Similarly, 42% of Nexters they say they do less community service and volunteering than the generation that preceded them, 37% say they do more.

**Where Gen Next Falls Short**  
(Based on 18-25 year-olds)

*Compared with young adults  
twenty years ago...*

	Your generation <u>does more</u>	Your generation <u>does less</u>	(Vol.) No <u>difference</u>	<u>DK</u>
	%	%	%	%
Casual sex	75	7	17	1=100
Resort to violence to solve conflicts	70	13	15	2=100
Binge drinking	69	6	23	2=100
Illegal drug use	63	14	21	2=100
Community service/ volunteer activity	37	42	19	2=100
Voting in elections	34	49	14	3=100

Source: 2006 Gen Next survey.

***Looking Ahead: Marriage, Children***

An overwhelming majority of Gen Nexters believe in planning ahead for life. More than eight-in-ten (82%) say when a person reaches the mid-20s, it is important for them to have a good plan for what they are going to do with the rest of their lives; only 16% say it is really not necessary for someone at this stage of life to have a clear-cut plan. Opinions on this issue are remarkably stable across generations. Roughly eight-in-ten Generation Xers, Baby Boomers and Seniors say people in their mid-20s need to have a good life plan.

While most Gen Nexters are not yet married (85%), the vast majority hope to marry some day. Among the unmarried, 57% say they definitely want to get married and 28% probably want to marry. Only 12% say they probably or definitely don't want to get married. In the 1990 *Time/CNN* poll, 25% of 18-25 year-olds said they were married; this compares with 15% today. The percent who believe marriage is difficult has remained unchanged. Today 65% of 18-25 year-olds say it is hard to have a good marriage, compared with 20% who say it is easy. In 1990, the margin was similar: 62% said marriage is hard, 22% thought it was easy.

Roughly one-quarter of Gen Nexters (27%) have children of their own. Among those who do not have kids, a large majority say they would like to some day (52% definitely want to have children, another 34% probably do).

***Gen Next's Goals: Fortune and Fame***

When asked not about themselves but about their generation, most 18-25 year-olds say getting rich and being famous are important goals for people in their age group. Nearly two-thirds (64%) of Nexters say getting rich is the most important goal in life for their generation, another 17% say this is the second most important goal. One-in-ten Nexters say their generation's most important goal is to be famous, another 41% say this is their next important goal. Further down on the list is helping people in need (12% say this is their generation's most important goal), being leaders in their community (7%) and becoming more spiritual (4%).

Generation Xers have a different view of their generation's life goals. Among those age 26-40, getting rich is still perceived to be the top goal of their generation. However, this age group puts much less emphasis on wealth and being famous when compared with Generation Next, and more emphasis on leadership and spirituality.

	Gen Next (18-25)	Gen X (26-40)
<i>Your generation's most important goals in life?</i>	%	%
To get rich	81	62
To be famous	51	29
To help people who need help	30	36
To be leaders in their community	22	33
To become more spiritual	10	31
None of these (Vol.)	2	2
Don't know (Vol.)	1	1

Source: 2006 Gen Next Survey. Respondents were asked to choose the most important and next most important goals from these five options.

## SECTION II: TECHNOLOGY AND LIFESTYLE

### *Technology Use*

Generation Nexters have also been called the “DotNet” generation, because they grew up with the internet. This generation’s relationship with technology is truly unique. Young people have adopted new technologies and are using them to both expand their social networks and maintain contact with their families and friends. More than any other generation, Gen Next recognizes the positive aspects of the technology revolution. However, they also readily acknowledge its drawbacks.

Overall, almost all Gen Nexters (86%) use the internet at least occasionally. In this regard they are no different from Gen Xers, 91% of whom say they use the internet. Roughly three-quarters of Boomers (73%) use the internet, as do just 46% of Seniors. Among Gen Nexters, internet usage varies by education. Nearly all college graduates in this age category use the internet on at least an occasional basis, but only 77% of those who have not attended college do so.

Where Gen Nexters clearly stand out is in their deployment of real-time technologies such as instant messaging and text messaging. About half of Gen Nexters (51%) say they sent or received a text message on a cell phone during the 24-hour period before they were interviewed. This compares with 26% of Gen Xers, 10% of Boomers, and 4% of Seniors. Similarly, 29% of Nexters sent or received an instant message, compared with 22% of Xers, 12% of Boomers and 7% of Seniors.

<b>Email and Beyond</b>				
<i>In the past 24 hours did you...</i>	-----Age-----			
	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>	<u>61+</u>
<b>Send/receive email</b>	%	%	%	%
Yes	50	61	52	32
No	38	30	22	18
Not an internet user	12	9	26	50
Don't know	<u>0</u>	<u>0</u>	<u>*</u>	<u>0</u>
	100	100	100	100
<b>Send/receive a text message on a cell phone</b>				
Yes	51	26	10	4
No	49	73	90	96
Don't know	<u>*</u>	<u>1</u>	<u>0</u>	<u>*</u>
	100	100	100	100
<b>Send/receive an instant message</b>				
Yes	29	22	12	7
No	59	69	62	43
Not an internet user	12	9	26	50
Don't know	<u>0</u>	<u>0</u>	<u>*</u>	<u>0</u>
	100	100	100	100

Source: 2006 Gen Next survey.

## Social Networking Sites

Beyond sending messages over the internet or via cell phone, Gen Nexters are expressing themselves by utilizing increasingly popular social networking sites like Facebook, MySpace and MyYearbook. More than half of Gen Nexters (54%) have used one or more of these social networking sites, and 44% have created a profile. Not surprisingly, Nexters are more likely than other generations to say they posted a message to someone else's personal online profile within the last day. About one-in-five 18-25 year-olds (21%) posted a message, compared with 15% of Gen Xers, and just 3% of those over age 40.

Among those Gen Nexters who use social networking sites, 38% say they do so at least once a day, 38% use them at least once a week, and 24% use them every few weeks or less often. Regardless of whether or not they utilize social networking sites, three-quarters of Nexters say that most people they know use them. Of this group, a majority (54%) believes that people who visit these sites spend too much time on this.

In addition, a large majority of young people (72%) feel that their fellow Gen Nexters post too much personal information on the internet. Just 19% say people around their age post the right amount of personal information, while 4% say young people post too little information about themselves online. Young women are more skittish than young men about the amount of personal information being posted online: 78% of young women, and 67% of young men, say too much personal information is posted on the web. When asked whether personal information about themselves has been posted on the internet by other people, the vast majority of Gen Nexters (88%) say they do not think this has happened.

### Connecting Socially Through Technology

	All 18-25 %	18-25 users* %
<b>Have you ever used a social networking website?</b>	<b>54</b>	<b>100</b>
<i>Created a personal profile?</i>		
Yes	44	82
No	10	18
<i>How often do you use?</i>		
At least once a day	21	38
At least weekly	20	38
Less often	13	24
<b>Have not used websites</b>	<b>34</b>	<b>--</b>
<b>Don't use internet</b>	<b>12</b>	<b>--</b>
	100	100
<i>Do most people you know use social networking websites?</i>		
Yes	75	91
No	21	7
Don't know	4	2
	100	100
<i>Do you think people around your age post too much personal information on these websites?</i>		
Too much	72	73
Too little	4	3
Right amount	19	22
Don't know	5	2
	100	100
<i>Ever dated someone you met online?</i>		
Yes	12	20
No/not online	88	80
	100	100
Number of cases	(579)	(329)

\* Those who have used a social networking website.  
Source: 2006 Gen Next Survey.

Aside from communicating in cyberspace, the internet has become a way for people to connect face-to-face. Overall, 6% of Americans say they have gone out on a date with someone they met online. Not surprisingly, this is much more common among younger generations: comparable percentages of Gen Nexters (12%) and Gen X (11%) say they have dated someone they met online, compared with 4% of Boomers and even fewer Seniors (1%).

***Technical Advancements: The Good and the Bad***

Progress can come at a price, and the public recognizes that new technologies have impacted society in both positive and negative ways. Thinking about the potential effects of new technology such as the internet, instant messaging, cell phones, text messaging, and iPods, solid majorities of the general public says these new technologies make people lazier (70%), make people more isolated (65%), and cause people to waste time (65%). On the upside, 65% say these new tools makes people more efficient and 56% say it can bring people closer to their families and friends. Only 45% say technology makes it easier to make new friends.

There are important generational differences on the impact of technology. Because so many young people use technology to communicate, they are much more likely to see its advantages in terms of fostering relationships. Nearly seven-in-ten Gen Nexters (69%) say the new technologies make it easier to make new friends. This compares with 53% of Xers and less than 40% of Boomers and Seniors.

<b>Technology's Impact – Negative and Positive</b>		
% who say new technologies...	---Age---	
	<u>18-25</u>	<u>26+</u>
Make people lazier	84	67
Make people more isolated	67	65
Make people waste time	68	65
Make people more efficient	69	64
Make you closer to old friends & family	64	54
Make it easier to make new friends	69	41

Source: 2006 Gen Next survey.

Equal percentages of Nexters and Xers believe new technology can help strengthen the ties with old friends and family (64% each). Boomers and Seniors are less convinced of this (52% and 47%, respectively, agree). Gen Nexters are more concerned than any other age group that technology makes people lazier. When it comes to technology's impact on productivity, there are very few differences by age.

## Work and Finances

Because of their age and stage in life, work is presently less central to the lives of many Gen Nexters. Nearly half of them (46%) are still in school and presumably have not settled on a career path. Many of them are working and going to school, and their schedules are both flexible and unpredictable. Of those who are working, most (59%) have been in their current job for a year or less, and relatively few (21%) say it is very likely they will stay with their present employer for the rest of their working life.

Among Gen Nexters who are working at least part-time, 38% have professional or business-related jobs, compared with 51% of those over age 25. Roughly a quarter (26%) are in clerical or office support jobs. Nexters work in all kinds of places – offices, factories, hospitals, and schools. They are nearly three times more likely than their older counterparts to work in a store or restaurant.

The vast majority of working Nexters (71%) are paid an hourly wage; just 13% are paid a salary. Among workers age 26 and older, 46% are paid hourly and 43% are salaried. Only 53% of Nexters who are employed receive health care benefits from their employer. Older workers are much more likely to receive health benefits (71%). (Among all Gen Nexters, 67% are covered by some form of health insurance; this compares with 86% of those over age 25). Nexters also are less likely to work a regular 9-to-5 schedule than are older workers: fully 45% say they work night and weekends, compared with 32% of older workers.

<b>Profile of the Young Worker</b>		
(Based on those who are employed full-time or part-time)		
	---Age---	
	18-25	26+
<i>What do they do?</i>	%	%
Professional/business	38	<b>51</b>
Clerical/Office worker	<b>26</b>	11
Skilled trade	16	15
Service worker	10	11
Other	9	10
Don't know	<u>1</u>	<u>2</u>
	100	100
<i>Where do they work?</i>		
Office	30	33
Store, restaurant, retail	<b>23</b>	8
Outdoor work site	15	12
Factory	10	14
School	7	11
Hospital	5	9
Home	5	5
Somewhere else	4	7
Don't know	<u>1</u>	<u>1</u>
	100	100
<i>How are they paid?</i>		
Salary	13	<b>43</b>
Hourly	<b>71</b>	46
Commission	9	6
Other	7	5
Don't know	<u>0</u>	<u>*</u>
	100	100
<i>Do they have health benefits?</i>		
Yes	53	<b>71</b>
No	<b>30</b>	14
Self-employed	17	15
Don't know	<u>0</u>	<u>*</u>
	100	100
<i>Do they work nights &amp; weekends?</i>		
Yes	<b>45</b>	32
No	48	63
No set schedule	6	5
Don't know	<u>1</u>	<u>*</u>
	100	100

Source: Pew Social Trends, June 2006

Not surprisingly, a large majority of Gen Nexters who are employed (70%) do not think they

make enough money to lead the kind of life they want, while only 30% say they do make enough money. Among those over age 25, far fewer (46%) say they do not make enough money to lead the kind of life they want. However, Gen Nexters are very optimistic about their future earning power. Very few working Nexters (5%) say they will not make enough money in the future.

### *A Changing Workplace*

Work life in America has changed dramatically in recent years with globalization, the advent of new communications technologies, and the influx of immigrant workers. Gen Nexters view several of the biggest changes much more positively than do older Americans.

A strong majority of the public (69%) believes email and other new ways of communicating on the job have done more to help American workers than hurt them. Young people are the most enthusiastic about this trend. Fully 88% say these new means of communication have helped workers, compared with 79% of Gen Xers, 67% of Boomers and 47% of Seniors. Automation of jobs through new technology in the workplace is viewed positively by 45% of the public. Gen Nexters and Gen Xers have a more positive view of automation than do Boomers and Seniors.

More than four-in-ten Gen Nexters (45%) view the growing number of immigrants working in this country as a positive change. Among older workers, far fewer say immigrants have helped American workers overall. The generation gap is even larger on the issue of increased outsourcing of jobs to other countries

– while 41% of Gen Nexters say this has helped American workers, only about 10% of those over age 25 agree. The opinions of Nexters on these issues may well change once they are established in a job and feeling the pressures of the modern workplace.

<b>Views of Today's Workplace</b>				
<i>Has each helped or hurt American workers?</i>				
	-----Age-----			
<i>Email and new ways of communicating</i>	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>	<u>61+</u>
	%	%	%	%
Helped	88	79	67	47
Hurt	8	14	21	24
Not much effect/DK	<u>4</u>	<u>7</u>	<u>12</u>	<u>29</u>
	100	100	100	100
<i>Automation of jobs</i>				
Helped	54	50	43	40
Hurt	39	38	48	40
Don't know	<u>7</u>	<u>12</u>	<u>9</u>	<u>20</u>
	100	100	100	100
<i>Growing number of immigrants</i>				
Helped	45	33	23	18
Hurt	46	50	60	63
Don't know	<u>9</u>	<u>17</u>	<u>17</u>	<u>19</u>
	100	100	100	100
<i>Outsourcing of jobs</i>				
Helped	41	16	9	7
Hurt	53	76	84	82
Don't know	<u>6</u>	<u>8</u>	<u>7</u>	<u>11</u>
	100	100	100	100

Source: Pew Social Trends, June 2006.

**Family Ties**

Gen Nexters are very closely connected to their families. Many live close to home – in fact, 40% still live with their parents – and they have frequent contact with their parents and siblings. None of this is surprising given that most Gen Nexters have not started their own families yet. Presumably, the apron strings will loosen as they become financially independent and take on family responsibilities of their own.

The parent-child bond is strong across generations. When asked “which family member do you have the *most* contact with” (other than your wife/husband/partner), more than six-in-ten (63%) Gen Nexters say they talk with their parents most often. Gen Xers are also closely connected to their parents – 53% say they have the most contact with a parent. For the older generations, Boomers and Seniors, children are named as the relative with whom they have the most contact. When asked to choose which parent they have the most contact with Nexters point to their mother, by a three-to-one margin.

**Contacting the Folks**

About half of all respondents (54%) say they see their parents at least once a week, but that figure rises to 73% for Gen Nexters. Among this age group, fully half see their parents *daily*. Nearly as many Nexters speak by telephone to a parent every day and another 40% maintain weekly contact. Some 82% mentioned talking with a parent yesterday.

Roughly one-in-five Gen Nexters (21%) email their parents at least occasionally. Gen

**Family Member In Closest Contact**

	Total	-----Age-----			
		18-25	26-40	41-60	61+
	%	%	%	%	%
<b>Parent</b>	<b>33</b>	<b>63</b>	<b>53</b>	<b>24</b>	<b>3</b>
Mother	26	48	41	20	*
Father	7	16	13	4	3
Both	1	2	1	*	0
<b>Child</b>	<b>34</b>	<b>2</b>	<b>12</b>	<b>41</b>	<b>71</b>
<b>Sibling</b>	<b>20</b>	<b>19</b>	<b>22</b>	<b>24</b>	<b>13</b>
Other	10	14	10	8	9

Source: Pew Social Trends, October 2005.  
Percentages can total more than 100% due to multiple responses.

**Staying in Touch with Parents**

<i>How often are you in touch...</i>	Total	-----Age-----			
		18-25	26-40	41-60	61+
	%	%	%	%	%
<i>In person</i>					
Daily	24	<b>50</b>	19	15	20
Weekly	30	23	32	31	37
Monthly	15	12	15	17	13
Less often	31	14	34	37	28
Don't know	*	<u>1</u>	<u>0</u>	<u>0</u>	<u>2</u>
	100	100	100	100	100
<i>By telephone</i>					
Daily	32	<b>45</b>	32	26	32
Weekly	47	40	<b>51</b>	<b>49</b>	26
Monthly	11	8	10	14	15
Less often	8	5	6	10	19
Don't know	<u>2</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>8</u>
	100	100	100	100	100
<i>By email</i>					
Yes	24	21	<b>33</b>	18	3
No	76	79	67	82	95
Don't know	*	<u>0</u>	<u>0</u>	*	<u>2</u>
	100	100	100	100	100

Source: Pew Social Trends, October 2005.

Xers utilize this form of communication more frequently than Nexters; a third email their parents.

***Turning to Family for Help***

Not only do Gen Nexters keep in close contact with their parents, they rely on them for advice and assistance. Respondents were asked in an open-ended question, who they turn to for advice when they have a serious personal problem. Gen Nexters were more likely than any other age group to say they turn to their families – primarily their mothers – for their advice: 64% said they turn to family, compared with 54% of Gen Xers, 38% of Boomers, and 36% of Seniors. Many (22%) also turn to friends, neighbors and co-workers. Here there are no differences across generations. Gen Nexters are among the least likely to say they turn to religious advisors, religious scriptures or some higher power for advice.

Gen Nexters also rely on family for more concrete types of assistance. Fully 46% say they depend on their parents or other family members for financial assistance. Nearly three-quarters (73%) say they have received financial help from their parents during the past 12 months. And 64% say their parents have helped them out with errands, housework and home repairs. In both of these categories, Gen Xers and Boomers are receiving much less assistance from their parents. Only 33% of Xers and 19% of Boomers got financial help from their parents in the past year.

	-----Age-----		
<i>Received from parent in the past 12 months...</i>	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>
	%	%	%
Gifts	85	76	68
Financial help	73	33	19
Help with errands	64	48	27

Source: Pew Social Trends, October 2005.  
Based on those with at least one parent living.

***Changing Family Dynamics***

Recent trends in divorce rates and smaller family sizes have clearly impacted the lives of both Gen Next and Gen X. Among those with both parents living, 38% of Gen Nexters and 36% of Xers have parents that are divorced or separated. As divorce has become more common, the number of blended families has grown, and as a result the younger generations are more likely than the older ones to have stepparents and step-siblings who play an important role in their lives. More than one-in-five Nexters (21%) and 19% of Xers have a living stepparent who is important to them. Similarly, 14% of Nexters and 11% of Xers have stepbrothers or stepsisters who have played an important role in their lives.

### *A Day in the Life of Gen Next*

Overall, 44% of Gen Nexters are employed full-time; another 26% work part-time. In addition, nearly half (46%) are currently enrolled in school – 11% are in high school or technical school, 32% are in college and 3% are in graduate school. Many Nexters are working *and* attending school: 19% go to school and work part-time and 12% are juggling full-time work and school.

<b>A Busy Schedule</b>	
<i>Percent of 18-25 year-olds who...</i>	<i>%</i>
Are in school/plan to return to school	83
Are currently enrolled in school	46
Work full-time	44
Work part-time	26
Are in school & working full-time	12
Are in school & working part-time	19

Source: 2006 Gen Next survey.

Most of the Nexters who are not currently enrolled in school plan to resume their education at some point in the future. Nearly seven-in-ten (68%) say they will return to school; 28% say they have no plans to return.

Gen Nexters are an active bunch. Fully 81% say they exercise on at least a weekly basis. Young men are somewhat more likely than young women to exercise (85% vs. 78%). Among all Gen Nexters, 20% say they are in excellent physical condition, and another 56% say they are in good condition. Not surprisingly, Gen Next and Gen X view themselves as more physically fit than do Boomers or Seniors. However, the older generations are just as likely as the younger ones to say they do some type of exercise program that helps them keep physically fit.

In their free time, Gen Nexters also engage in some activities that are not necessarily good for their health. About four-in-ten (41%) say they consumed alcohol in the past seven days; 31% smoked cigarettes; and 9% say they took illegal drugs. Young men are bigger drinkers and smokers than young women – 48% of men drank alcohol in the past seven days, compared with 34% of young women; 37% of the men and 25% of the women say they smoked cigarettes in the past week.

<i>In the past seven day, did you...</i>	<i>Age 18-25</i>	
	<u>Men</u>	<u>Women</u>
Exercise	85	78
Drink alcohol	48	34
Play video games	51	21
Smoke cigarettes	37	25
Take illegal drugs	10	7

Source: 2006 Gen Next survey.

Today's youth play a lot of video games. Nearly half (49%) say they play games that can be hooked up to a television such as PlayStation, Xbox or GameCube. Roughly one-third of Gen Xers

(35%) play these types of games. Very few Boomers and Seniors spend time playing video games (12% and 3%, respectively). Just over one-third of Nexters (36%) say they played video games in the past seven days. The gender gap on this measure is substantial. Fully half of young men (51%) played video games in the past week compared with 21% of women.

Gen Nexters are also big movie-goers. About one-in-ten (11%) say they go out to the movies once a week or more, and 47% say they do so at least once a month. Older generations go out to movies much less frequently – 28% of Gen Xers, 22% of Boomers and 14% of Seniors go to movies at least monthly. When they watch movies at home, Nexters usually rely on DVDs or videos rather than what is being offered on cable or broadcast TV. More than three-quarters of Nexters (77%) say their favorite way to watch a movie at home is watching a DVD or video, while only 17% say they watch movies that are on television.

### *Altering Their Appearance*

Gen Nexters are not afraid to express themselves through their appearance. About half of them (54%) have either gotten a tattoo, dyed their hair an untraditional color or had a body piercing in a place other than their ear lobe. Among those three, tattoos are the most popular form of expression: 36% of Nexters have one. Tattoos are just as prevalent among Gen Xers – 40% of them have a tattoo. There are no significant gender differences for tattoos among either generation.

Roughly a quarter of both Gen Nexters and Gen Xers have dyed their hair an untraditional color. Gender is not a factor here either – men and women are just as likely to have dyed their hair. Body piercing is slightly more prevalent among Gen Next than among Gen X. Three-in-ten Nexters have had a piercing somewhere other than their ear, compared with 22% of Xers. Among both generations, more women than men have pierced themselves. The generational divide on these measures is between those under age 40 and those over age 40. Among the over 40 crowd, just 21% have engaged in any of these activities.

<b>Tattoos and More</b>			
<i>Do you currently have or have you ever had...</i>	-----Age-----		
	18-25	26-40	41-64
	%	%	%
<i>A tattoo</i>			
Yes	36	40	10
No	<u>64</u>	<u>60</u>	<u>90</u>
	100	100	100
<i>Dyed hair an untraditional color</i>			
Yes	25	24	10
No	<u>75</u>	<u>76</u>	<u>90</u>
	100	100	100
<i>A piercing other than ear lobe</i>			
Yes	30	22	6
No	<u>70</u>	<u>78</u>	<u>94</u>
	100	100	100

Source: 2006 Gen Next survey.  
These items were not asked of respondents over age 64.

### ***Things People Do***

Young people have always pushed the envelope in terms of what is morally right and wrong. Today’s youth are no exception. The Gen Next survey presented respondents with a series of behaviors and activities that are either illegal, such as smoking marijuana, or may be considered risky or unwise, like consuming a lot of alcohol. Respondents were asked whether each is okay “for other people to do,” even if it is something they might not do themselves.

Gen Nexters stand out from other generations on one measure in particular. They are much more accepting when it comes to downloading or sharing music or video files without paying for them – 46% of Nexters said this was okay, compared with 28% of Xers and less than 20% of Boomers and Seniors.

Gambling is acceptable to a large majority of Gen Nexters – 67% say it is okay for other people to gamble. Among Xers and Boomers, roughly 60% agree. Seniors are less keen on gambling – only 41% think it is okay. Nexters and Xers see eye-to-eye on the issue of drinking a lot of alcohol. Three-in-ten Nexters and 27% of Xers say it is okay to drink a lot of alcohol. This compares with 14% of Boomers and 8% of Seniors.

In spite of the fact that it is illegal, smoking marijuana is actually more acceptable overall than drinking a lot. Fully 41% of Gen Nexters say it is okay for other people to smoke marijuana. Among Gen Xers and Boomers, 35% agree. Seniors take a more skeptical view of smoking marijuana; just 11% find it acceptable for others to smoke pot.

### ***Religion and Generation Next***

A plurality of Gen Nexters (44%) identify themselves as Protestants, one-quarter are Roman Catholic, and less than 10% are affiliated with some other religion, according to data compiled from all Pew Research Center surveys in 2006. The combined 2006 data also show that nearly as many Gen Next Christians as older Christians describe themselves as “born again” or evangelical Christians (36% vs.

	<b>Religious Affiliation</b>			
	1987-1988		2006	
	<u>18-25</u>	<u>26+</u>	<u>18-25</u>	<u>26+</u>
<i>Religious Preference</i>	%	%	%	%
Protestant	52	60	44	55
Catholic	29	25	25	25
Jewish	2	2	2	2
Other	6	5	7	5
No religion/Atheist/Agnostic	<b>11</b>	8	<b>20</b>	11
Don't know	<u>0</u>	<u>0</u>	<u>2</u>	<u>2</u>
	100	100	100	100

Source: 1987-1988 Pew Values Surveys; 2006 Pew compiled surveys.

39%).

However, 20% of today's 18-25 year-olds say they have no religious affiliation or are atheist or agnostic. Only 11% of those over age 25 fall into this category. The gap between young and old has increased substantially over time. In the late 1980s, 11% of young people were non-religious, compared with 8% of those over age 25.

Gen Nexters are among the least likely to attend church regularly: 32% attend at least once a week compared with 40% of those over age 25, and 16% say they never attend (compared with 12% among the older age groups).

In terms of religion and public life, Gen Nexters are divided about whether churches should keep out of political matters or express their views: 43% say churches should keep out and 54% say they should express their views. Nexters views on this issue are nearly identical to Gen Xers and Boomers. It is the oldest age group, arguably the most religious, that leans toward saying the church should keep out of political matters (52% keep out vs. 44% express views). Even so, Nexters are among the most likely to say the will of the American people, not the Bible, should be a more important influence on U.S. laws.

### ***Gen Next Rejects Creationism***

There is a clear generational divide on the issue of evolution. Nearly two-thirds of Nexters (63%) believe humans and other living things evolved over time, while only 33% say all living creatures have existed in their present form since the beginning of time. Gen Xers share a similar perspective, though they are slightly more open to the idea of creationism. Here the generational divide is among those under age 40 and those over age 40. Baby Boomers and Seniors are more closely divided over how the world came to be.

<b>Evolution vs. Creationism</b>				
	-----Age-----			
	18-25	26-40	41-60	61+
<i>Humans and other living things...</i>	%	%	%	%
Have evolved over time	63	57	47	42
Have existed in their present form since the beginning of time	33	39	46	45
Don't know	<u>4</u>	<u>4</u>	<u>7</u>	<u>13</u>
	100	100	100	100

Source: Pew July 2006 Religion Survey.

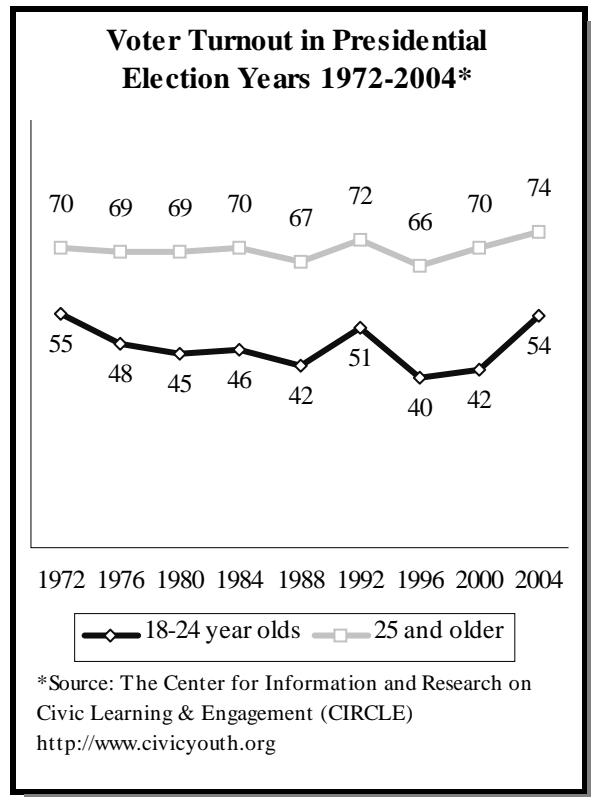
### III. POLITICS AND POLICY

#### *Youth Voting*

Generation Next showed in 2004 that it is a political force to be reckoned with. Traditionally, young people have been among the least likely to vote. Electoral participation generally increases with age, peaking at about age 68 and then falling sharply. In addition, while overall voter turnout has remained fairly stable in recent decades, there has been a slow decline in turnout among young voters. The result has been that the gap in turnout between young voters and the rest of the electorate has widened over time. In 1972, 70% of those ages 25 and older turned out to vote compared with 55% of those ages 18-24 – a gap of 15 percentage points. By 2000 that gap had increased to 28 points, as 70% of older voters turned out and 42% of younger voters did so.

This trend was interrupted in the 2004 presidential election. Turnout among young voters increased 12% from 2000 – the biggest increase in any single age group – and the gap between young and older voters narrowed to 20 points. The rise in youth turnout was particularly notable among women and African Americans. Recent research by the Center for Information and Research on Civic Learning and Engagement (CIRCLE) suggests that new voting laws – including Election Day registration, early voting and motor voter registration – contributed to higher voting rates particularly among young people.<sup>2</sup>

Despite the uptick in voting among young people, this age group still lags behind older generations on basic measures of political engagement. In 2006, fewer than half of Gen Nexters (49%) were certain that they were registered to vote. This compares with 70% of



<sup>2</sup> It is not clear at this point whether voter turnout among young people was up in 2006. Preliminary data from the 2006 Exit Poll is not conclusive, and 2006 Census data has not yet been released.

Gen Xers, 83% of Boomers, and 86% of Seniors. This pattern has remained consistent over the past decade, with only about half of the youngest age group saying they are registered, compared with a much higher percentage – roughly 75% to 80% – of older Americans.

When asked how often they vote, young people also trail behind all other age groups. In the 2004 election cycle, only 22% of 18-25 year-olds said they “always” vote, and another 15% said they “nearly always” vote. Nearly half of young people (47%) report voting “seldom” or “never.” The likelihood of voting clearly increases with age, as each successive age group reports voting with a greater level of frequency, and this pattern has remained consistent over time. Compared with previous generations, regular voting is down slightly among Generation Nexters – just 37% said they always or nearly always voted in 2004. In the late 1980s, when many Generation Xers were in their late teens and early twenties, 44% of 18-25 year olds said they voted always or nearly always.

	<u>1988</u>	<u>1992</u>	<u>1996</u>	<u>2000</u>	<u>2004</u>
	%	%	%	%	%
Total	69	73	69	67	69
18-25	44	47	41	35	37
26-40	65	67	62	60	63
41-60	79	83	79	75	77
61 and older	84	88	87	87	85

Source: 1988 Pew Values Study. 1992-2004 from Pew annual compiled surveys.

### *A Sense of Civic Duty?*

Not only does a smaller share of Generation Nexters vote compared with older age groups, but they feel less committed to the idea of voting. While 62% of the public completely agrees with the statement, “I feel it’s my duty as a citizen to always vote,” only 42% of 18-25 year-olds share this view. Nexters are about twice as likely as the general public to disagree with this statement.

In addition, when they do not get around to voting, Gen Nexters don’t feel particularly guilty: 50% say they feel guilty when they don’t get a chance to vote, compared with 63% of Gen Xers and close to 70% of those over age 40. Historical patterns show that as people age, they develop a stronger sense of civic duty. When Gen Xers were young, their attitudes about voting were nearly identical to Gen Nexters today.

None of this makes young people feel less efficacious, however. They are right in line with the general public when it comes to feeling that their vote matters. About seven-in-ten Nexters (72%) – and an identical percentage of the public – agree with the statement: “Voting gives people

like me some say about how government runs things.”

Young people also lag behind in their interest in politics and their engagement in the political process. Only one-third of 18-25 year-olds say they follow what’s going on in government and public affairs most of the time. This compares with 54% of those age 26 and older.

Similarly, 36% of Nexters completely agree with the statement, “I’m interested in keeping up with national affairs,” compared with 46% of their older counterparts. They are even less interested in keeping up with local politics, though the gap between young and older people is

slightly smaller on this issue. When asked if they are generally bored by what goes on in Washington, there is no difference between young and old – 45% of both Nexters and those over age 25 agree Washington politics is boring. They do differ over the degree to which Washington *policy* affects them. Nearly four-in-ten Nexters (38%) agree that most issues discussed in Washington don’t affect them personally. Only 29% of those over age 25 share this sentiment.

There is some evidence that today’s young people may be more politically engaged than Generation Xers were when they were young. While 33% of Nexters said they follow what’s going on in government and public affairs most of the time, only 26% of young people reported doing so in 1987 and 1988. Similarly, 36% of today’s young people say they’re interested in keeping up with national affairs, compared with 24% of the young people polled in the late 1980s. Over this same time period, the entire public has become more engaged, and as a result the gap between young and old has remained fairly consistent.

<b>Youth Interest in Politics: Then and Now</b>				
	1987-1988		2002-2003	
	18-25	26+	18-25	26+
<i>Follow what’s going on in government/public affairs...</i>	%	%	%	%
Most of the time	<b>26</b>	<b>42</b>	<b>33</b>	<b>54</b>
Some of the time	41	35	37	31
Only now and then	20	15	20	10
Hardly at all	11	6	10	4
Don’t know	<u>2</u>	<u>2</u>	*	<u>1</u>
	100	100	100	100
<i>I’m interested in keeping up with national affairs</i>				
Completely agree	<b>24</b>	<b>35</b>	<b>36</b>	<b>46</b>
Somewhat agree	55	50	44	44
Somewhat disagree	14	11	13	7
Completely disagree	4	2	5	2
Don’t know	<u>3</u>	<u>2</u>	<u>2</u>	<u>1</u>
	100	100	100	100

Source: Pew Values Surveys

## Young People and the News

There are large gaps across age groups when it comes to news consumption. Young people read the newspaper, watch television news and listen to news on the radio at much lower rates than their older counterparts. Only 39% of Nexters say they enjoy keeping up with the news “a lot,” and a majority (64%) says they only check in on the news from time to time, rather than watching or listening to the news at regular times (34%). Furthermore, they are among the most likely to say they only tune into the news when something important is happening – whether it be local or national news.

In Pew’s 2006 news consumption survey, only 47% of Gen Nexters reported that they read a daily newspaper on a regular basis and even fewer (23%) reported that they had read a newspaper “yesterday” (a more accurate measure of regular readership). Newspaper readership increases across generations with 32% of Gen Xers reporting reading a newspaper yesterday, 44% of Boomers, and 56% of Seniors doing so. A similar pattern can be seen on TV news viewership. The only area where young people equal or surpass their older counterparts in terms of news consumption is in online news. A quarter of Gen Nexters say they got news online yesterday. Even here, however, Gen Xers outpace Nexters – 30% of Xers say they went online for news yesterday. Boomers go online for news as often as Nexters (25%), and Seniors lag behind at 11%.

### Gen Next: Occasional News Consumers

<i>When do you watch/ listen to the news?</i>	-----Age-----			
	<u>18-25</u> %	<u>26-40</u> %	<u>41-60</u> %	<u>61+</u> %
At regular times	34	41	55	64
Check in from time to time	<b>64</b>	57	44	33
Neither/DK	<u>2</u>	<u>2</u>	<u>1</u>	<u>3</u>
	100	100	100	100
<i>Follow national news...</i>				
Only when something important is happening	<b>55</b>	45	43	34
Most of the time	43	53	55	63
Don't know	<u>2</u>	<u>2</u>	<u>2</u>	<u>3</u>
	100	100	100	100
<i>Follow international news...</i>				
Only when something important is happening	<b>73</b>	65	54	48
Most of the time	26	33	43	47
Don't know	<u>1</u>	<u>2</u>	<u>3</u>	<u>5</u>
	100	100	100	100

Source: Pew 2006 Media Consumption Survey.

### News Consumption “Yesterday”

<i>Did “yesterday”</i>	-----Age-----			
	<u>18-25</u> %	<u>26-40</u> %	<u>41-60</u> %	<u>61+</u> %
Read the paper	23	32	44	56
Watched TV news	48	54	57	68
Listened to radio news	23	42	41	28
Got news online	<b>25</b>	<b>30</b>	25	11

Source: Pew 2006 Media Consumption Survey.

In terms of specific news sources, young people consume less local news and network television news than do older generations. The gap is smaller on cable news channels such as CNN,

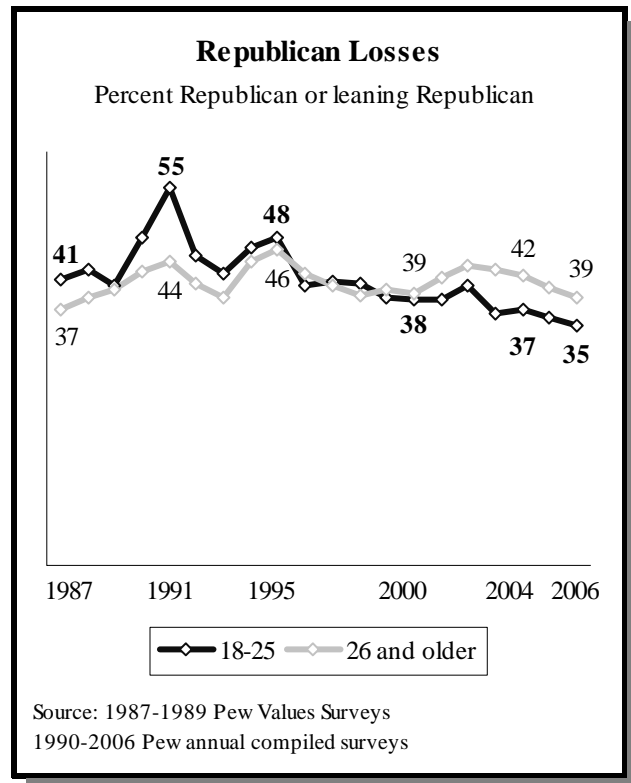
MSNBC or the Fox News Channel. One show that has a particular appeal to young people is “The Daily Show with Jon Stewart.” Fully 13% of Gen Nexters report watching the show regularly, compared with 6% of the general public.

Because young people spend less time following the news, it follows that they are less well-informed about current events. In the same Pew survey, conducted in April and May 2006, Gen Nexters were far behind older generations on a series of information questions. About half (49%) knew that the Republican Party held a majority in the House of Representatives at that time, compared with 67% of those over age 25. In addition just a quarter could identify Condoleezza Rice as the current secretary of state, compared with 46% of older Americans. And even fewer (12%) could name Vladimir Putin as the president of Russia (vs. 35% among the older generations).

***Gen Next: More Democratic, More Liberal***

Trends in party identification suggest that this generation of young people is more Democratic than the generation that came before it. In the 2004 presidential election, where they turned out in near record numbers, young voters chose John Kerry over George Bush by a decisive margin. Majorities of the older age groups backed Bush. And in the 2006 mid-term elections for Congress, young people voted overwhelmingly for Democrats over Republicans, by 58%-37% among all 18-24 year-olds, according to national exit polls.

These voting patterns reflect a broader Democratic leaning among Gen Nexters. In 2006, 48% of young people identified themselves as Democrats or leaned toward the Democratic Party, while only 35% identified themselves as Republicans – the lowest number recorded by Pew in its nearly 20-year trend. This makes them the *least* Republican generation. Larger percentages of Gen Xers,



Boomers and Seniors identify with the GOP.<sup>3</sup>

It is not the case that young people have always been more Democratic. In fact, in the late 1980s and early 1990s, 18-25 year-olds were more Republican than older age groups. Some political science research suggests that voters make the connection to a political party relatively early on in their adult life and tend to stick with that party as they get older; Generation X continues to be the most Republican-leaning generation today. If Gen Nexters remain solidly Democratic and continue to become more politically engaged, this could have major consequences for electoral politics.

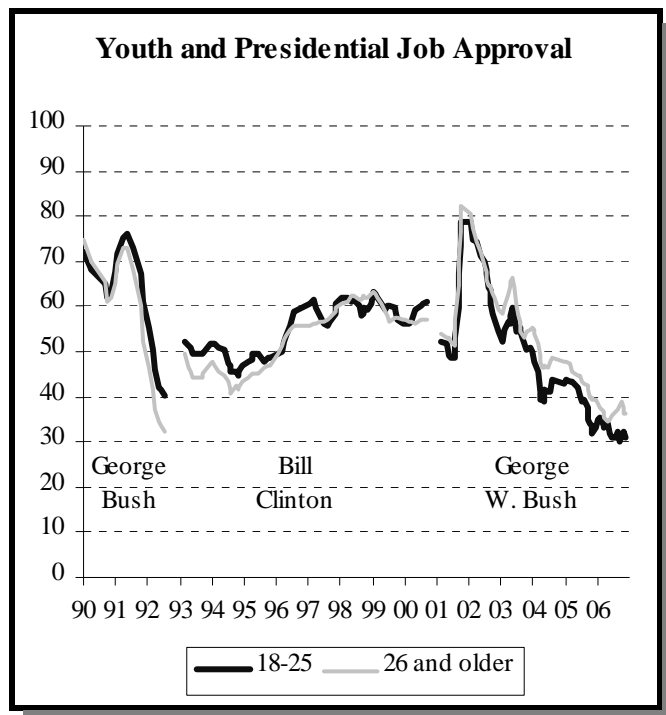
<i>Political views</i>	-----Age-----			
	18-25	26-40	41-60	61+
	%	%	%	%
Liberal	26	22	19	14
Moderate	36	39	39	36
Conservative	29	33	37	42
Don't know	9	6	5	8
	100	100	100	100

Source: 2006 Pew compiled surveys.

In addition to being more Democratic, Gen Nexters are more *liberal* than their older counterparts. When asked to describe their political views, 26% of Nexters say they are liberal; 36% describe themselves as moderate; and 29% say they are conservative. Fewer older Americans think of themselves as liberal and more identify themselves as conservative.

### ***Gen Nexters and Bush***

Over the past three presidencies, the presidential job approval ratings offered by younger Americans have largely tracked the feelings of the general public, though young attitudes have diverged at certain points in time. During the early part of Clinton's presidency, younger Americans rated his performance slightly better than those age 26 and over; in 1993, 51% of 18-25 year olds approved of Clinton, compared with 46% of those older than 25. Clinton's approval ratings rose in his second term, but



<sup>3</sup> These figures are based on compiled data from Pew polls taken throughout 2006.

the age gap largely disappeared.

Currently, there is also a small gap in how Gen-Nexters rate President Bush’s performance in office. In data collected throughout 2006, Bush’s job approval among 18-25 year olds stood at 32%, while 58% disapproved of his job performance. By comparison, job approval ratings among those age 26 and older were slightly higher (37%) and disapproval was slightly lower (54%).

***Attitudes Toward Government***

Generally speaking, Generation Next has a positive view of government. However, Nexters are just as skeptical as the rest of the American public about whether elected officials really care what they think. But they are a bit less cynical about elected officials’ ties to the people they represent. Only 24% of Nexters completely agree that elected officials in Washington lose touch with the people pretty quickly; this compares with 32% of those over age 25.

Gen Nexters are more pro-government than older age groups on several dimensions. They are much less likely to characterize the government as wasteful and inefficient. On balance, the general public agrees with the statement, “When something is run by the government, it is usually inefficient and wasteful” (55% agree vs. 41% disagree). A strong majority of Nexters (64%) reject this idea.

The views of the general public on this issue have shifted over time with fewer Americans now saying the federal government is inefficient and wasteful. But today’s young people have a much more positive view of government in this regard than young people did a generation ago. In the late 1980s, 18-25 year-olds were evenly divided on this issue: 47% agreed that government is often inefficient and wasteful, 47% disagreed.

Gen Nexters are less supportive than older Americans of seeing

<b>Gen Next: A More Positive View of Government</b>				
	1987-88		2002-03	
	18-25	26+	18-25	26+
	%	%	%	%
<i>When something is run by the federal government it is usually inefficient and wasteful</i>				
Agree	47	67	32	58
Disagree	47	28	64	38
Don't know	6	5	4	4
	100	100	100	100
<i>The federal government should run only those things that can't be run at the local level</i>				
Agree	76	78	63	71
Disagree	18	17	32	24
Don't know	6	5	5	5
	100	100	100	100

Source: Pew Values Surveys.

government power devolved to the states. By a margin of 63%-32% young people agree the federal government should run only those things that cannot be run at the local level. Older people support this idea by a stronger 71%-24% margin.

Both Gen Nexters and Xers are conflicted over whether or not the federal government controls too much of their daily lives – 49% in each group say the government is too controlling, while an identical percentage says it is not. Among those over age 40, a majority (59%) say the government is too controlling.

Gen Nexters have a somewhat unique set of views on leadership in Washington. They are less likely than older Americans to embrace a “throw the bums out” philosophy, and they are big advocates of compromise in governance. Only 35% of Nexters agree with the statement, “We need new people in Washington even if they are not as effective as experienced politicians,”

62% disagree with this statement. Older generations are more evenly split on this issue.

<b>Gen Next: Compromise and Continuity in Washington</b>				
	-----Age-----			
	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>	<u>61+</u>
	%	%	%	%
<i>We need new people in Washington, even if they're not as effective as experienced politicians</i>				
Agree	35	41	46	57
Disagree	<b>62</b>	<b>54</b>	<b>49</b>	<b>36</b>
Don't know	<u>3</u>	<u>5</u>	<u>5</u>	<u>7</u>
	100	100	100	100
<i>I like political leaders who are willing to make compromises in order to get the job done</i>				
Completely agree	<b>38</b>	<b>29</b>	<b>26</b>	<b>30</b>
Somewhat agree	48	49	50	45
Disagree	11	18	20	20
Don't know	<u>3</u>	<u>3</u>	<u>4</u>	<u>5</u>
	100	100	100	100

Source: Pew 2002-2003 Values Surveys

While most Americans agree compromise is the best way to get things done in Washington, Gen Nexters are the biggest proponents of this approach. Fully 86% of Nexters say they like political leaders who are willing to make compromises in order to get the job done, 38% *completely* agree with this sentiment.

### ***Gen Next on the Issues***

Young people today have a complex set of views on major policy issues. They tend to be more liberal on social issues, supportive of government control in many areas, also but pro-business and open to the idea of privatization in the Social Security system.

In terms of their priorities, Gen Nexters do not have a unique issue agenda. When asked in September 2006 to name the most important problem facing the country today, Nexters listed Iraq as the top problem followed by terrorism and the economy. Older generations were focused on the same set of problems.

Similarly, when asked in January 2006 about which issues Bush and the new Congress should focus on in the coming year, young and old shared a common set of policy priorities. However, there were key exceptions here that offer some insight into Gen Next’s approach to public policy. Young people were much less concerned than their older counterparts with strengthening the U.S. military and changing the federal tax system. In addition, they placed less emphasis on making it tougher for illegal immigrants to enter the U.S. – 32% of Nexters said this should be a top priority compared with 54% of those over age 25.

***The Environment***

Conceptually, the American public supports stronger environmental laws and regulations. However, there are age differences on this issue, with Gen Next being somewhat more supportive of strong environmental policies, even given the inherent tradeoffs.

Overall, 77% of Americans say this country should do whatever it takes to protect the environment. Younger Americans feel somewhat more strongly about this than do older Americans with the widest gap coming between those age 40 and younger and those over age 40. Six-in-ten Americans believe stricter environmental laws and regulations are worth the cost, while 31% say they cost too many jobs and hurt the economy. And 62% say people should be willing to pay higher prices in order to protect the environment, while 36% disagree with this statement. On both of these measures, which raise the issue of the economic costs of environmental regulation, Nexters hold views similar to Gen Xers and Boomers. The oldest generation stands out as being the least supportive of stricter laws.

Young people may have a different orientation toward environmental issues because of

	-----Age-----			
	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>	<u>61+</u>
	%	%	%	%
<i>Biggest influence on environmental views:</i>				
Personal experience	19	22	26	18
Friends & family	14	6	4	5
Media	19	22	<b>28</b>	<b>30</b>
Religious beliefs	4	6	8	11
Education	33	<b>30</b>	22	24
Something else	11	14	11	10
Don't know	<u>0</u>	<u>*</u>	<u>1</u>	<u>2</u>
	100	100	100	100

Source: Pew July 2006 Religion Survey

the way they have been socialized and educated about the issue. When asked which factor has had the most influence on their thinking about the environment, young people point to their education as the top influence. More older Americans say they have been swayed by what they have seen or read in the media.

On the specific issue of global warming, Gen Nexters' views are similar to their older counterparts. Roughly four-in-ten Nexters (42%) say global warming is a very serious problem, almost identical to the percent of all Americans who share this view (41%). Another 33% of Nexters say global warming is a somewhat serious problem. About eight-in-ten young people (81%) say, based on what they've read and heard, there is solid evidence that the average temperature on earth has been getting warmer over the past few decades. This compares with 77% of all Americans.

**Immigration**

More than any other generation, Gen Nexters have grown up in an increasingly diverse country. And on some measures of tolerance toward immigrants, they have more positive views than do older people.

Gen Nexters are the most likely to believe that the growing number of newcomers from other countries strengthens American society (67%). By comparison, 30% say that the growing number of immigrants threaten traditional American customs and values.

On balance the American public is evenly divided over the impact immigrants have had on the nation: 41% say immigrants today strengthen the country because of their hard work and talents, while the same number says immigrants are a burden on the country because they take away jobs, housing

	-----Age-----			
	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>	<u>61+</u>
	%	%	%	%
<i>Immigrants today...*</i>				
Strengthen the country with their hard work and talents	<b>52</b>	<b>39</b>	<b>44</b>	<b>30</b>
Are a burden because they take jobs, housing, health care	38	33	43	50
Neither/Both equally	6	24	10	15
Don't know	<u>4</u>	<u>4</u>	<u>3</u>	<u>5</u>
	100	100	100	100
<i>Growing number of immigrants...**</i>				
Strengthens American society	<b>67</b>	<b>57</b>	<b>47</b>	<b>38</b>
Threatens our customs and values	30	35	44	45
Neither/Both equally	1	3	3	4
Don't know	<u>2</u>	<u>5</u>	<u>6</u>	<u>13</u>
	100	100	100	100

Source: \* 2006 Gen Next survey; \*\* Pew 2004 Typology Survey

and health care. Gen Nexters are much less conflicted about this issue – 52% say immigrants strengthen the country, while 38% say they are more of a burden. In this regard, they are more likely than Gen Xers, or other older generations, to say that immigrants strengthen the country.

These general attitudes toward immigration carry over to specific policy proposals as well. Gen Nexters are more likely than older generations to believe legal immigration into the U.S. should be increased: 25% say it should be increased, 37% say it should be decreased and 36% say it should be kept the same. Among those age 26 and older, only 16% say immigration should be increased, a 41% plurality says it should be decreased, and 37% say it should be kept the same.

The exit poll from the 2006 mid-term elections asked voters whether most illegal immigrants working in the U.S. should be offered a chance to apply for legal status or deported to the country from which they came. A strong majority of Nexters – 70% – said illegal immigrants should be offered a chance to stay, 30% said they should be deported. By comparison, fewer than 60% of voters ages 30 and older said illegal immigrants should be allowed to stay.

### ***Social Security Privatization***

Though it would undoubtedly affect them, young people are not particularly well-informed about the idea of privatizing the Social Security system. When asked how much they had heard about a proposal which would allow younger workers to invest a portion of their Social Security taxes in private retirement accounts, a majority of Gen Nexters (60%) said they had heard nothing at all, only 8% said they had heard a lot. The degree to which people are informed about this issue increases with age. Nearly four-in-ten Seniors (39%) said they had heard a lot.

<b>Privatizing Social Security</b>				
(Based on those who heard about the proposal)				
	-----Age-----			
<i>Allowing young workers to invest in private retirement accounts?</i>	<u>18-25</u>	<u>26-40</u>	<u>41-60</u>	<u>61+</u>
	%	%	%	%
Favor	74	59	55	41
Oppose	22	30	34	44
Don't know	<u>4</u>	<u>11</u>	<u>11</u>	<u>15</u>
	100	100	100	100

Source: Pew 2004 Typology Survey.

Among the minority of young people who had heard about the issue, support for the idea of Social Security privatization was strong. Fully 74% of 18-25 year-olds who had heard at least a little about this proposal favored it, compared with 59% of Gen Xers, 55% of Boomers and 41% of

Seniors. Knowledge matters more for young people than it does for older people. Gen Nexters who have not heard about the proposal are much less supportive of it, whereas among those over age 25, support for the proposal is nearly identical, regardless of how much or how little they have heard.

### *Attitudes Toward Business*

Gen Nexters have a distinctive set of attitudes toward business – they are less critical of government regulation of business *and* less critical of business itself. On balance, young people reject the notion that government regulation of business does more harm than good by a margin of 50%-40%. Among those over age 25, a slim majority says that government regulation does more harm than good and 40% disagree. However, when it comes to corporate profits, most young people believe that business corporations generally strike a fair balance between making profits and serving the public interest. A majority of older Americans (58%) disagree with this assertion.

	---Age---	
	18-25	26+
<i>Government regulation of business does more harm than good</i>	%	%
Agree	<b>40</b>	<b>52</b>
Disagree	50	40
Don't know	<u>10</u>	<u>8</u>
	100	100
<i>Business corporations generally strike a fair balance between profits and public interest</i>		
Agree	<b>52</b>	38
Disagree	44	<b>58</b>
Don't know	<u>4</u>	<u>4</u>
	100	100

Source: Pew 2002-2003 Values Surveys.

### *War and Peace*

Traditionally young people have been more interested in using diplomacy to solve our international problems than using military force. In spite of the turbulent times they are living through, Generation Next is no exception. Today's young people are evenly divided over whether or not the best way to ensure peace is through military strength – 48% say this is the best way to ensure peace, 49% say it is not. Older age

	1987-1988		2002-2003	
	18-25	26+	18-25	26+
<i>Best way to ensure peace is through military strength</i>	%	%	%	%
Agree	46	59	48	61
Disagree	49	36	49	35
Don't know	<u>5</u>	<u>5</u>	<u>3</u>	<u>4</u>
	100	100	100	100

Source: Pew Values Surveys

groups lean much more heavily toward using military might. In the late 1980s, the opinions of young people (most of whom are now part of Generation X) on this issue were almost identical, while older generations favored military strength. The views of Generation X have toughened over time, as they now look just like their older counterparts, agreeing that military might is the best means of

achieving peace.

Generation Next is less interested than their older counterparts in increasing spending on defense. Only 13% say the U.S. should increase its spending on national defense, compared with 21% of those over age 25. More than one-quarter of Gen Nexters (28%) say defense spending should be cut back, compared with 18% of older Americans.

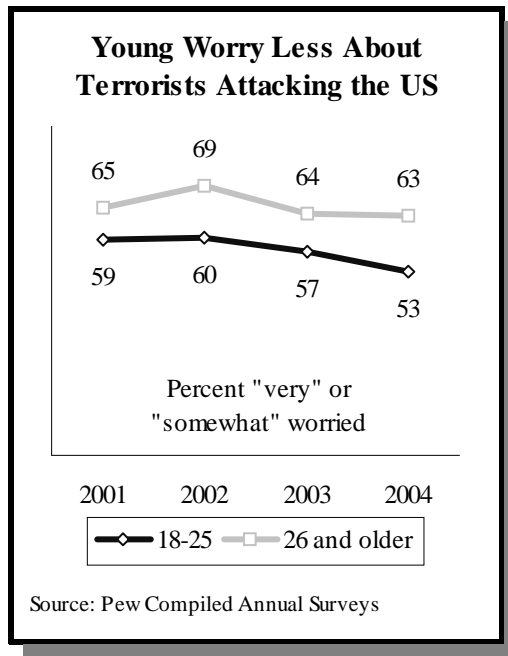
When asked about using military force against countries that threaten the U.S., the views of young people are similar to those of older Americans. However, when asked specifically about using force to defeat terrorism, young people are much more hesitant. Only 29% of Nexters say using overwhelming military force is the best way to defeat terrorism around the world. The vast majority (67%) say relying too much on military force to defeat terrorism creates hatred that leads to more terrorism. Older generations are more evenly divided on this issue: 41% say using overwhelming force is the best approach for defeating terrorism, 49% say this approach ultimately leads to more terrorism. Young people also favor a more internationalist approach to foreign policy. Fully 62% say the U.S. should take into account the interests of its allies even if it means making compromises with them. Slightly more than half of older Americans (52%) share this perspective.

Which comes closer to your views...	---Age---	
	18-25 %	26+ %
Using overwhelming force is the best way to defeat terrorism	29	41
Relying too much on military force leads to hatred & more terrorism	<b>67</b>	49
Neither/Both equally	2	4
Don't know	<u>2</u>	<u>6</u>
	100	100

Source: Pew 2004 Typology Survey

**Generation Next and 9/11**

Gen Nexters show little sign of having been indelibly marked by the events of Sept. 11, 2001. In the months following the attacks, young people were slightly less likely than older people to say they worried about another terrorist attack in the U.S. Since 2001, Gen Next has actually become even less worried about another attack, and the gap between young and old has



increased.

Generation Next's more tolerant approach to issues involving race and immigration gives them a different perspective on the post-9/11 world. Gen Nexters are less likely than older Americans to be suspicious of people who they think are of Middle Eastern descent. Only 27% say that since Sept. 11 they are more suspicious of people perceived to be of Middle Eastern descent; this compares with 37% of those over age 25.

### ***The War in Iraq***

Public support for the war in Iraq has fallen steadily among all age groups over the course of the war. During the first year of the war, between 60% and 70% of the public said the U.S. had made the right decision in using military force against Iraq. By 2004, support for the war was closer to 50%, and in 2005 and 2006 fewer than half of Americans believed the U.S. had made the right decision in going into Iraq. Throughout this three-year period, the views of young people on Iraq have tracked fairly closely with the views of older generations. The oldest generation, those over age 60, have consistently expressed the most negative opinions on Iraq.

In 2006, young people expressed the highest level of dissatisfaction among the generations with Bush's handling of the war in Iraq. In an average across surveys taken throughout the year, only 26% of 18-25 year-olds approved of the way Bush was handling the war, fully 69% disapproved. Among those ages 26 and older, about six-in-ten (61%) disapproved of Bush's handling of the war.

## IV. VALUES AND SOCIAL ISSUES

### *Views on Racial Issues*

Generation Next clearly stands out in its progressive approach to some of the major social issues of the day. On issues ranging from race to homosexuality to the role of women, Nexters have liberal views that reflect the changing world in which they have come of age.

The population as a whole has become more tolerant on racial issues. In the late 1980s, only 44% of white Americans agreed with the statement, “I think it’s all right for blacks and whites to date each other.” By 2003, 72% agreed with this statement. Young people have consistently been more accepting of interracial dating, however, and the gap between young and old has increased over time.

In 2002-2003, 89% of white 18-25 year-olds agreed that it is okay for blacks and whites to date each other, compared with 70% among those over age 25. Furthermore, 64% of young whites *completely* agreed with this statement; just 36% of older whites did so. Among blacks, there is a similar gap between young and old – with young blacks being more accepting than older blacks of interracial dating. However, the gap has remained consistent over time, as both age groups have moved toward a more progressive view on this issue.<sup>4</sup>

<i>It's all right for blacks and whites to date each other</i>	1987-1988		2002-2003	
	18-25	26+	18-25	26+
	%	%	%	%
Agree	56	42	89	70
<i>Completely agree</i>	20	12	64	36
Disagree	38	53	10	26
Don't know	6	5	1	4
	100	100	100	100

Source: Pew Values Surveys.

On the issue of affirmative action, the general public still rejects the idea of giving preferential treatment to blacks and other minorities in an effort to improve their position. Among whites, only 20% agree with the statement: “We should make every possible effort to improve the position of blacks and other minorities, even if it means giving them preferential treatment.” Young whites are more accepting of this concept than are older ones: 33% of Nexters support affirmative

<sup>4</sup> Much of the analysis on racial issues is based on white respondents, because sample sizes become too small when broken down by race and age.

action efforts compared with 19% of those over the age of 25. Just as on the issue of interracial dating, the gap between young and old has increased somewhat on this issue since the late 1980s.

As a whole, white Americans are more likely today to feel that they have a lot in common with people of other races. In fact, the vast majority reject the notion that they “don’t have much in common with people of other races” (82% disagreed with this statement in 2002-03, vs. 72% in 1987-88). Young whites have moved even further along on this issue than have their older counterparts. Nearly half of today’s youth (49%) *completely* disagreed with this statement – up from 24% in 1987-88. Again, this most likely reflects the increasingly multi-cultural, multi-ethnic society in which Gen Nexters have grown up.

### ***Views on Homosexuality***

Since the late 1980s, public opinion concerning the rights of homosexuals has shifted substantially. In 1987-88, a slim majority of Americans (52%) agreed that school boards ought to have the right to fire teachers who are known homosexuals, while only 42% rejected this notion. By 2002-2003, a solid majority (60%) said teachers should not be fired just because they are gay.

The generation gap on this issue was relatively small in the 1980s; young people were only slightly more supportive of gays. But by 2003, young people’s views on this issue were significantly different from their older counterparts. Fully 71% of 18-25 year-olds rejected the idea that school boards should be able to fire known homosexuals. This compared with 59% of those over the age of 25. Tolerance toward homosexuals diminishes across age groups – Gen Xers express similar opinions to Nexters, and Boomers are much more tolerant than Seniors.

Gen Nexters also are more accepting of homosexuality generally. Nearly six-in-ten (58%) say homosexuality is a way of life that should be accepted by society. This compares with 50% of those over age 25.

On balance, the public opposes allowing gays and lesbians to marry, but young people are evenly split on the issue. Nearly half of Gen Nexters (47%) favor gay marriage,

<b>Gay Marriage and Adoption</b>		
	---Age---	
	18-25	26+
<i>Allowing gays/lesbians to marry legally*</i>	%	%
Favor	47	30
Oppose	46	64
Don't know	<u>7</u>	<u>6</u>
	100	100
<i>Allowing gays/lesbians to adopt children**</i>		
Favor	61	44
Oppose	35	50
Don't know	<u>4</u>	<u>6</u>
	100	100

Sources: \* Pew 2004 Typology;  
\*\* Pew March 2006 NII Survey

and 46% are opposed to it. Among those over age 25, only 30% favor gay marriage while 64% are opposed. The public is more open to the idea of gay people adopting children, and here too young people take a more liberal position. About six-in-ten Gen Nexters (61%) favor allowing gays and lesbians to adopt, compared with 44% of those over age 25.

### ***Abortion and Stem Cell Research***

In spite of their more liberal views on other social issues, Gen Nexters do not differ from the rest of the population on the issue of abortion. As is the case with the general public, there is no consensus view among Nexters about limits on the availability of abortions.

Roughly a third of 18-25 year-olds (32%) say abortions should be generally available (vs. 35% of the public), another 19% say they should be available but under stricter limits (vs. 20% of the public). Just over three-in-ten Nexters (31%) say abortion should be against the law except in cases of rape, incest, or to save the life of the mother, while 15% say abortion should not be permitted at all. These are comparable to the views of the general public – 31% say abortion should be against the law in most cases and 11% say it should not be permitted at all. The biggest generational gap in opinion on abortion is between Boomers (ages 41-60) and Seniors (ages 61 and older).

By a margin of 59%-32% Gen Nexters favor allowing women to get the so-called morning after pill without a doctor's prescription. Older generations are more skeptical about this proposal – 46% of those over age 25 favor making the morning-after pill available and 43% oppose this.

Gen Nexters are not very aware of the debate over stem cell research. When asked in 2004 how much they had heard about the debate over whether the federal government should fund this type of research, only 36% said they had heard “a lot.” Roughly half (49%) of those over age 25 had heard a lot. Nexters generally favored conducting stem cell research when presented with the tradeoff between new medical cures and destroying the potential life of human embryos. The views of young people mirror those of older generations on this issue with one exception – Seniors are somewhat more hesitant to embrace stem cell research.

***Gen Next Less Traditional***

Very few Americans believe that women should return to their traditional roles in society. By a margin of 21%-74% the public rejects this notion. Gen Nexters disagree most vehemently: 60% *completely* disagree that women should return to their traditional roles. Gen Next women feel even more strongly about this than do young men: 67% of females in this generation and 53% of males reject the idea of women returning to their traditional roles. The sharpest generational line on this issue is between those ages 18-60 and those over the age of 60. One-third of Seniors say women *should* return to their traditional roles.

While the public embraces progress for women, many Americans still maintain that they have old-fashioned values about family and marriage. More than eight-in-ten Americans (82%) agree they have old-fashioned values, fully 48% *completely* agree. Gen Nexters are the least likely to adhere to this viewpoint – 67% agree and 31% disagree. Their values are distinct on this dimension when compared with young people a generation ago. Gen Xers were more unified in their views on this issue when they were young: 80% of 18-25 year-olds in 1987-88 said they had old-fashioned values about family and marriage, only 17% rejected this statement. Fifteen years later, their views were largely unchanged.

	1987-1988		2002-2003	
	18-25	26+	18-25	26+
<i>I have old-fashioned values about family and marriage</i>	%	%	%	%
Agree	80	88	67	85
Disagree	17	11	31	13
Don't know	<u>3</u>	<u>1</u>	<u>2</u>	<u>2</u>
	100	100	100	100

Source: Pew Values Surveys

## DATA SOURCES FOR THIS REPORT

This report draws on several different sources of survey data, including a special survey designed for the project and conducted with a large sample of young people in the GenNext cohort. Here is a brief overview of the major data sources used in the report:

- **Gen Next Survey:** Conducted by telephone September 6-October 2, 2006 with a nationally representative sample of 1,501 adults, including 579 members of GenNext (ages 18-25); 250 of the GenNext interviews were conducted by cell phone.
- **Pew Research Center Values Surveys:** A series of 12 large national surveys conducted between 1987 and 2003. The project was initiated by the Times Mirror Center for the People and the Press in 1987 and continued by the Pew Research Center for the People and the Press since 1996. Several analyses in this report compare responses of young people ages 18-25 in the 1987-1988 surveys with the same age group in the 2002-2003 surveys. While the latter group does not conform perfectly with GenNext as defined in this report, the overlap is great enough to provide useful comparisons of young people 15 years apart.
- **Pew Research Center Annual Compiled Surveys:** The collection of all general public surveys conducted since the center's inception, provides important trend comparisons for such items as party identification and presidential approval. The very large sample sizes (e.g., 33,000 for the year 2006) allows very precise comparisons of GenNext with other age cohorts.
- **Pew Social Trends Surveys:** A series of large telephone surveys conducted in 2005 and 2006 focusing on many aspects of social life and attitudes in the U.S.
- **Exit Polls Conducted by Edison-Mitofsky Research:** Analysis of Election Day surveys conducted for the National Election Pool in 2004 and 2006.
- The report also uses findings from a wide range of individual surveys conducted by the Pew Research Center on such topics as religion and politics, news consumption, immigration, and the war in Iraq. These are referred to by month and year; documentation on these individual studies is available at the People-Press website, <http://people-press.org>.

## ABOUT THE SURVEY

Interviewing for the survey was conducted by telephone Sept. 6-Oct. 2, 2006 among a 1,501 adults ages 18 and older, including an oversample of members of Generation Next (ages 18-25). The total sample size for those 18-25 is 579, including 250 interviews conducted by cell phone; 130 of these individuals had no landline phone. In order to compensate cell phone respondents for any toll charges incurred, those interviewed by cell phone were offered an incentive of \$10 for completing the survey. Interviewing was conducted by the research firm Schulman, Ronca & Bucuvalas, Inc. (SRBI). The samples were prepared by Survey Sampling International (SSI).

The data were weighted using demographic weighting parameters derived from the March 2005 Census Bureau's Current Population Survey, along with estimates of current patterns of telephone status in the U.S., using an iterative technique that simultaneously balances the distributions of all weighting parameters.

For results based on the total sample, one can say with 95% confidence that the error attributable to sampling is plus or minus 3.5 percentage points. For results based on respondents ages 18-25 (N=579), the sampling error is plus or minus 5 percentage points. For results based on respondents ages 26 and older (N=922), the sampling error is plus or minus 4 percentage points. In addition to sampling error, one should bear in mind that question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of opinion polls.

## ABOUT THE CENTER

The Pew Research Center for the People & the Press is an independent opinion research group that studies attitudes toward the press, politics and public policy issues. We are sponsored by The Pew Charitable Trusts and are one of six projects that make up the Pew Research Center, a nonpartisan "fact tank" that provides information on the issues, attitudes and trends shaping America and the world.

The Center's purpose is to serve as a forum for ideas on the media and public policy through public opinion research. In this role it serves as an important information resource for political leaders, journalists, scholars, and public interest organizations. All of our current survey results are made available free of charge.

All of the Center's research and reports are collaborative products based on the input and analysis of the entire Center staff consisting of:

Andrew Kohut, Director

Scott Keeter, Director of Survey Research

Carroll Doherty and Michael Dimock, Associate Directors

Carolyn Funk, Richard Wike and Kim Parker, Senior Researchers

Nilanthi Samaranyake, Survey and Data Manager

April Clark, Juliana Horowitz and Rob Suls, Research Associates

James Albrittain, Executive Assistant

## **A – Approval of October 24, 2007, Agenda**

**Board of Trustees  
October 24, 2007  
The Rouse Company Foundation Student Services Hall  
Room: 400**

**Regular Meeting** – Immediately following the work session

- A. Approval of October 24, 2007, Agenda
- B. Board Priority Items
  - 1. Report on Board End: Student and Stakeholder Focus
  - 2. Fiscal Year 2007 Audit Report and College Response to Management Letter
- C. President's Report
- D. Board Member Comments
- E. Approval of:
  - 1. September 19, 2007, Work Session Minutes
  - 2. September 19, 2007, Regular Session Minutes
  - 3. September 19, 2007, Closed Session Minutes
- F. Consent Items
  - 1. Proposed New Hires
  - 2. Telecommunications Services
  - 3. Athletic Fields Phase IV, Change Orders 4 and 5
  - 4. Belmont Inn and Conference Center Interior Design Services
  - 5. Fiscal Year 2009 Capital Budget
  - 6. Environmental Services Company Providing Personnel for Third Shift Housekeeping
- G. Information Items
  - 1. Issue Bin
  - 2. Board Calendar
  - 3. Agreements Signed by the Board Chair Disclosure
  - 4. Financial Statements
  - 5. Personnel Summary

**Adjournment**



## B-1 Board Core End – Student and Stakeholder Focus

**Background:** This report addresses the board core end - *Student and Stakeholder Focus*. HCC aligns its operations with the two Educational Excellence criteria for this category. Measures were selected by the board in 2003. The dashboard was introduced as a vehicle to summarize the information in 2005. Green ■ – signals that HCC is operating above the benchmark, yellow ■ – performance is at the benchmark, and red ■ – the operating level is still below the benchmark. Detail pages follow the dashboard. Any updates are indicated in **blue**. Information concerning benchmarks is in **purple**.

At its September 27, 2006, meeting, the trustees reset and approved all the current benchmarks for the most recent list of required Maryland Higher Education Commission (MHEC) indicators. Since these are 5-year goals, most of the current flags will naturally be red. For this category, the national Baldrige examiners and the visiting Maryland team rated the college in the same band of scoring.

At its November 29, 2006, meeting, the trustess requested that the administration supply a short *Talking Points* summary for each core end. This summary is provided at the end of the report.

Once viewed by the board, this report will be posted on the college's website so that members of the college community can become familiar with the measures that are part of the board core end (Key Performance Indicator) system. The website address is:

[http://www.howardcc.edu/about\\_hcc/campus\\_profile/board\\_core\\_ends/index.html](http://www.howardcc.edu/about_hcc/campus_profile/board_core_ends/index.html)

The administration and relevant staff review the details of all the reports that contribute to these measures. Plans for improvement are developed and included in appropriate core work and/or strategic planning for the next integrated strategic planning and budget development cycles.

**Purpose:** Report on the progress of the institution.

**Timeline:** Annual






### ◆————— Recommendation —————◆

This item is for information only and requires no board action.

### Category 3 - Student and Stakeholder Focus

This category examines how the college determines the requirements, needs, expectations, and preference of students, stakeholders, and markets.





Source	Item	Current	Benchmark
External Quality Feedback	<b>3.1 Student, Stakeholder, and Market Knowledge (40 points)</b> <i>How does your organization determine requirements, needs, expectations, and preferences of students, stakeholders, and markets to ensure the continuing relevance of your educational programs, offerings, and services; to develop new opportunities; and to create an overall climate conducive to learning and development for all students?</i>	<b>Baldrige</b> <b>30-45%</b>	<b>30-45%</b>
		<b>MPEA</b> <b>30-45%</b>	
	<b>3.2 Student and Stakeholder Relationships and Satisfaction (45 points)</b> <i>How does your organization build relationships to attract, satisfy, and retain students and stakeholders; to increase student and stakeholder loyalty? Describe how your organization determines student and stakeholder satisfaction.</i>	<b>Baldrige</b> <b>30-45%</b>	<b>30-45%</b>
		<b>MPEA</b> <b>30-45%</b>	
MHEC	1. Graduate satisfaction with educational goal achievement	93.8%	98.0%
	2. Non-returning student satisfaction with educational goal achievement	68.6%	75.0%
	3. Graduate satisfaction with transfer preparation	89.3%	83.0%
	4. Graduate satisfaction with job preparation	100%	90%
	5. Employer satisfaction with career program graduates	85%	90%
	6. Employer/organization satisfaction with contract training	100%	100%
	7. Number of business organizations provided training and services under contract	45	65
	8a. Occupational program Associate degrees and credit certificates awarded by program area: Business	10	20
	8b. Data Processing	10	10
	8c. Engineering Technology	10	14
	8d. Health Services	148	110
	8e. Natural Science	0	0
	8f. Public Service	3	8
	9. Percent of career program graduates employed full/time in a related field	89%	85%



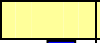


Source	Item		Current		Benchmark
	10a.	Wage growth of occupational degree graduates: Median income one year prior to graduation	\$19,477	-	n/a
	10b.	Median income three years after graduation	\$47,758	-	n/a
	10c.	Percent increase	145%	-	n/a
<b>In class surveys</b>	1.	Overall student satisfaction by age ( <b>YESS Survey</b> )	3.86		4
	2.	Progress relevant to credit course objectives ( <b>IDEA Survey</b> )	73%		80%
	3.	Excellence of teacher ( <b>IDEA Survey</b> )	77%		80%
	4.	Quality of instruction-overall ( <b>YESS Survey</b> )	79%		80%
	5.	Overall noncredit course satisfaction as measured on course evaluations (ConEd Survey)	97.9%		80%

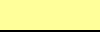







Also see the FY07 **Comment Card** Trends report.

## External Measures

The college prepared and submitted applications to various Baldrige-based quality awards competitions; the results are indicated below.

Maryland State Quality Award		Baldrige	
	Range of total applicant scores		<b>Oct. 2005 – HCC’s Score</b> <b>Score given as an interval, e.g.</b> <b>Total: 376-475</b> <b>No range is provided for other applicant scores</b>
	2003 - Score interval in which HCC was rated		
	August 2006 - Score interval in which HCC was rated		

		Scoring Ranges (percentages)					
		0-9	10-29	30-49	50-69	70-89	90-100
<b>Baldrige Criteria (1000 points)</b>	<b>Overall Score</b>						
							
							

			0-9	10-29	30-49	50-69	70-89	90-100
<b>3:</b>	<b>Student and Stakeholder Focus (85 points)</b>	<b>3.1 40 points</b>						
								
								
		<b>3.2 45 points</b>						
								
								

**Action:**

The college receives a detailed feedback report delineating strengths and weaknesses in each category. A team reviews those reports, collects information on the process improvements that occur in the intervening months, and submits a new application.

After receiving its MPEA feedback report (and the Silver Level MPEA award) in March of 2007, the college submitted a new application to the MPEA on August 15, 2007, and will receive its feedback report in March 2008. A new HCC team has begun work on a Baldrige application, which is due May 2008.

**Benchmark:**

When the benchmark was originally set, institutions receiving an overall score of 450 or more receive a site visit. Therefore, the administration recommended a category benchmark aligned with that: **The college will receive a rating for category #3 of 30-45 percent on the Maryland Performance Excellence Award by 2007 or Baldrige by 2009.**

Next are ten measures **mandated by MHEC**. The college can compare the results to all Maryland community colleges and also to peer (based on number of students) colleges: College of Southern Maryland, Harford Community College, and Frederick Community College.

<i>Percentage of graduates indicating that their educational goal was completely or partly achieved at the time of graduation.</i>						
	Alumni Survey 1994	Alumni Survey 1998	Alumni Survey 2000	Alumni Survey 2002	Alumni Survey 2005	Benchmark 2008
Graduate satisfaction with educational goal achievement	92.9%	98.3%	96.4%	94.3%	<b>93.8%</b> n=137/146	<b>98.0%</b>
		State AVG:	93.9%	96.2%	94.7%	
		Peer AVG:	94.4%	94.3%	92.7%	

<i>Percentage of students enrolled in the spring term that neither received an award nor enrolled in the subsequent fall term who indicated that they achieved their educational goal.</i>						
	Spring 2000 Cohort	Spring 2001 Cohort	Spring 2003 Cohort	Spring 2005 Cohort	Spring 2007 Cohort	Benchmark 2009
Non-returning student satisfaction with educational goal achievement	75.4%	71.4%	74.7%	68.6% n=208/303	To be surveyed October 2007.	<b>75.0%</b>
		State AVG:	66.2%	67.6%		
		Peer AVG:	67.1%	64.3%		

<i>Percentage of community college transfer program graduates who transferred to a four-year institution who rated their preparation for transfer as very good or good.</i>						
	Alumni Survey 1996	Alumni Survey 1998	Alumni Survey 2000	Alumni Survey 2002	Alumni Survey 2005	Benchmark 2008
Graduate satisfaction with transfer preparation	78.8%	80.7%	82.4%	76.6% n=36/47	<b>89.3%</b> n=67/75	<b>83.0%</b>
		State AVG:	81.3%	83.5%		
		Peer AVG:	82.9%	84.0%		

*Percentage of credit career program graduates employed full-time in areas related or somewhat related to their academic major who rated their preparation for employment as very good or good.*

	Alumni Survey 1996	Alumni Survey 1998	Alumni Survey 2000	Alumni Survey 2002	Alumni Survey 2005	Benchmark 2008
Graduate satisfaction with job preparation	82%	85%	84%	85% n=17/20	<b>100%</b> n=32/32	<b>90%</b>
	<i>State AVG:</i>	79%	82.4%			
	<i>Peer AVG:</i>	79%	89.0%			

*Percentage of employers who rated the overall preparation of career program graduates as very good or good.*

	Alumni Survey 1996	Alumni Survey 1998	Alumni Survey 2000	Alumni Survey 2002	Alumni Survey 2005	Benchmark 2008
Employer satisfaction with career program graduates	82%	100%	91%	80% n=4/5	<b>83%</b> n=10/12	<b>90%</b>
		<i>State AVG:</i>	93.8%	95.6%	<b>92.1%</b>	
		<i>Peer AVG:</i>	93.5%	98.3%	<b>90.0%</b>	

*Percentage of employers and organizations who rated their satisfaction with contract training as very satisfied or satisfied.*

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Benchmark FY2010
Employer/organizations satisfaction with contract training	94.8%	94.6%	100%	100% n=61/61	<b>100%</b> n=45/45	<b>100%</b>
	<i>State AVG:</i>	98%	98.1%	<b>99%</b>		
	<i>Peer AVG:</i>	99%	97.9%	<b>100%</b>		

*The unduplicated number by site of businesses or organizations provided workforce and /or workplace related training and services under a contractual agreement.*

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Benchmark FY2010
Number of business organizations provided training and services under contract	63	63	66	61	<b>45</b>	<b>65</b>
	<i>State AVG:</i>	66	62	<b>64</b>		
	<i>Peer AVG:</i>	74	65	<b>88</b>		

<i>Occupational program Associate degrees and credit certificates awarded by program area.</i>					
	FY 2003	FY 2004	FY 2005	FY 2006	Benchmark FY 2010
Occupational program Associate degrees and credit certificates awarded by program area					
a. Business	6	17	17	10	20
b. Data Processing	15	15	10	10	10
c. Engineering Technology	7	11	14	10	14
d. Health Services	78	82	106	148	110
e. Natural Science	0	0	0	0	0
f. Public Service	5	10	6	3	8
<b>For comparison:</b>					
a. Business	-State Avg.	74	83	89	
	-Peer Avg.	72	73	68	
b. Data Processing	-State Avg.	60	52	49	
	-Peer Avg.	57	53	48	
c. Engineering Tech.	-State Avg.	22	23	23	
	-Peer Avg.	14	10	9	
d. Health Services	-State Avg.	111	127	149	
	-Peer Avg.	79	95	100	
e. Natural Science	-State Avg.	6	7	8	
	-Peer Avg.	3	1	3	
f. Public Service	-State Avg.	61	68	70	
	-Peer Avg.	39	45	57	

<i>Percent of career program graduates employed full-time in a related field.</i>					
	Alumni Survey 1998	Alumni Survey 2000	Alumni Survey 2002	Alumni Survey 2005	Benchmark Survey 2008
Percent of career program graduates employed full-time in a related field.	75%	89%	95%	89%	85%
		State Avg.	83%	n/a	
		Peer Avg.	84%	n/a	

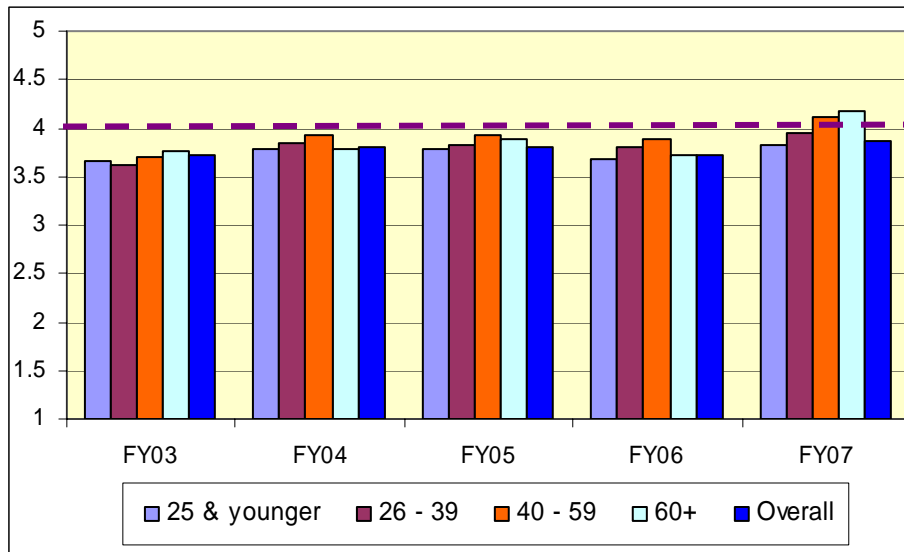
*Percent increase in the median annual income of full-time employed occupational program associate degree graduates one year prior to graduation to three years after graduation. ONLY Maryland Data.*

	FY 2003	FY 2004	FY 2005	FY 2006	Benchmark FY 2010
Wage growth of occupational degree graduates					
a. Median income one year prior to graduation	\$16,620	\$15,854	\$15,128	<b>\$19,477</b>	n/a
b. Median income three years after graduation	\$48,037	\$48,238	\$52,419	<b>\$47,758</b>	n/a
c. Percent increase	189%	204%	247%	<b>145%</b>	n/a
<b>For comparison:</b>					
a. Median income one year prior to graduation					
-State Avg	\$12,645	\$12,449	\$14,016		
-Peer Avg.	\$12,450	\$12,832	\$11,610		
b. Median income three years after graduation					
-State Avg	\$33,380	\$34,891	\$36,695		
-Peer Avg	\$29,465	\$35,142	\$35,697		
c. Percent increase					
-State Avg.	192%	205%	193%		
-Peer Avg	143%	145%	194%		

## Internal Measures

The next three measures are also Vital Signs.

<b>CREDIT STUDENT SATISFACTION BY AGE GROUP</b>							
<b>Overall Student Satisfaction by Age as Measured by the Annual YESS Survey</b>							
	FY03	FY04	FY05	FY06	FY07	Benchmark FY10	<u>Current Benchmark Status</u>
<b>25 &amp; younger</b>	3.67	3.78	3.79	3.69	<b>3.83</b>	4.00	<b>Getting There</b>
<b>26 - 39</b>	3.61	3.84	3.82	3.81	<b>3.94</b>	4.00	<b>Getting There</b>
<b>40 - 59</b>	3.70	3.93	3.93	3.89	<b>4.12</b>	4.00	<b>Exceeded</b>
<b>60+</b>	3.76	3.78	3.88	3.72	<b>4.17</b>	4.00	<b>Exceeded</b>
<b>Overall</b>	3.73	3.81	3.81	3.73	<b>3.86</b>	4.00	<b>Getting There</b>



**Description of the Indicator:** The YESS Survey is administered every year to a sample of HCC credit students in the spring semester. Ratings are given on a five-point satisfaction scale, ranging from "Very Satisfied" (5) to "Very Dissatisfied" (1). The ratings on this chart are each year's averaged ratings for all of the items on the survey that are rated on the five-point scale by age group. (For FY07, N= (25 & younger) 779, (26-39) 151, (40-59) 66, (60+)16, Spring Enrollment 6,734, YESS respondents-1050)

**Benchmark:** Set by the board, the overall or composite rating for overall student satisfaction will be 4.00 for all age groups.

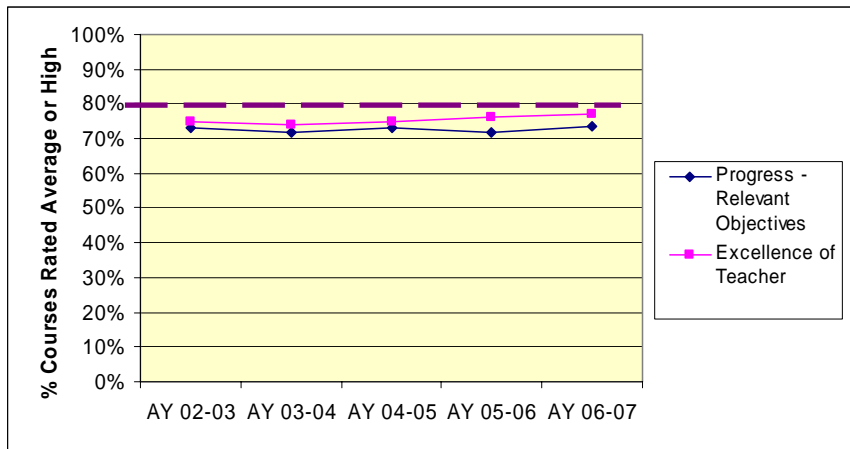
**Performance Outcome:** The benchmark was exceeded for two of the age groups last year.

**Data Source:** Data is from HCC's annual YESS Survey administered and analyzed by the PROD office.

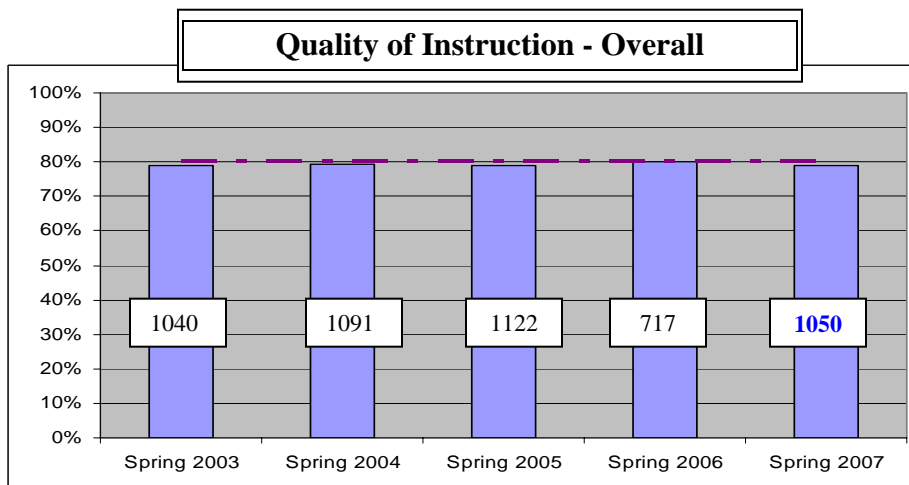
## IDEA Survey Rating

**Currently enrolled credit students** are given the systematic opportunity annually to rate their classes, their programs, their goal achievement, college services, and the college overall. **Benchmark (set by the board): Eighty percent of the responding credit students will evaluate the college programs and services at the satisfactory or above level.**

The college routinely administers course evaluations in credit courses. The students of all new instructors complete evaluations. Students of other faculty evaluate their classes on a rotating schedule. The college is currently using the IDEA survey developed and scored by Kansas State University. During the 06-07 academic year, the IDEA survey was administered to students in 1,155 course sections. Students in **seventy-three** percent of these classes evaluated the course at the satisfactory or above level when rating their progress against relevant course objectives. Students in **seventy-seven** percent of these classes responded at the satisfactory or above level when rating the excellence of the teacher.

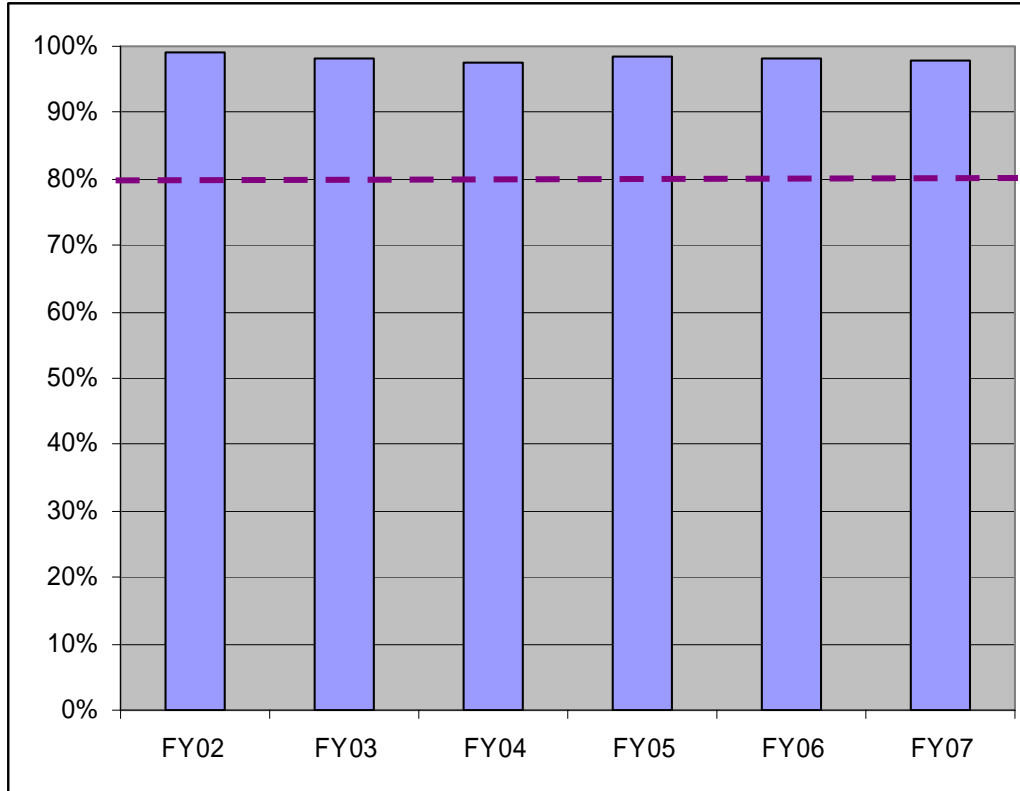


On the YESS survey, the overall quality of instruction is rated slightly higher at **79 percent**. Note numbers in the boxes represent number of survey respondents.



## NONCREDIT STUDENT SATISFACTION.

						Benchmark	<u>Current Benchmark Status</u>
FY02	FY03	FY04	FY05	FY06	FY07	FY10	
99%	98%	97.5%	98.5%	98.2%	97.9%	80%	Exceeded



**Description of the Indicator:** A survey is administered at the end of a non-credit class to all HCC students. Course ratings are given on a five-point satisfaction scale, ranging from "Excellent" (5) to "Poor" (1). This indicator measures the percent of students choosing Excellent, Good or Satisfactory on the 5 point scale. For FY07 n=8,740/8,924.

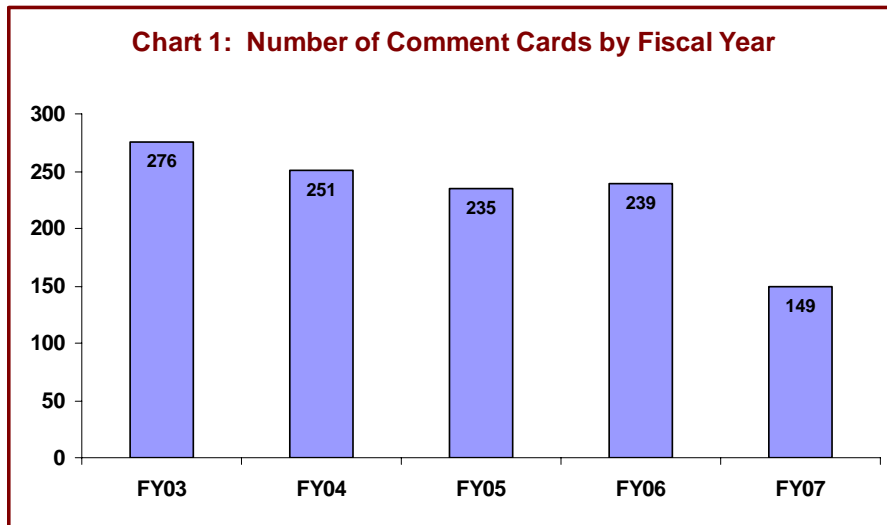
**Benchmark:** Set by the board, eighty percent of all respondents will rate their overall course satisfaction as satisfactory, good, or excellent.

**Performance Outcome:** The benchmark has been exceeded for the past six years.

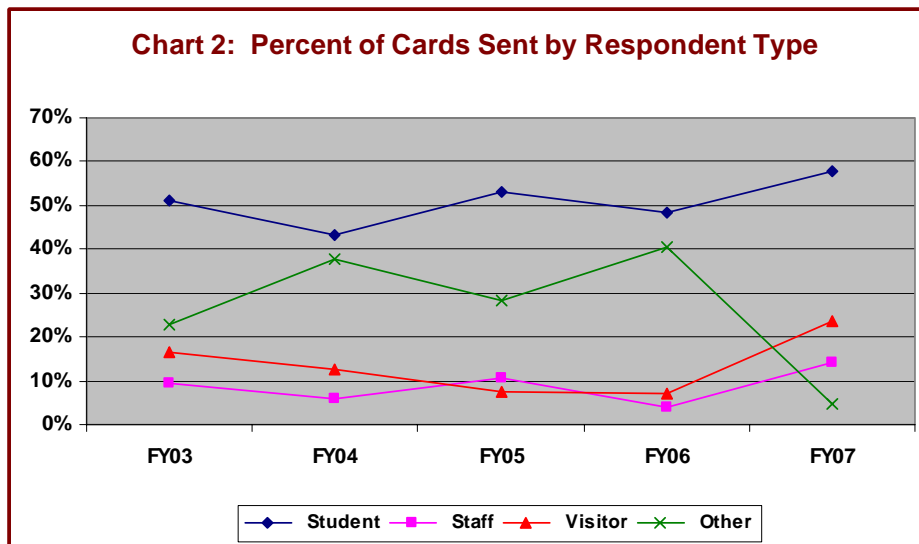
**Data Source:** Data is from HCC's division of continuing education and workforce development's student course evaluations analyzed by the PROD Office.

## Comment Card Trends

There were a total of 149 comment cards received in FY07, which is a 38 percent decrease over FY06. The total number of cards received has varied quite a bit over the past five years as can be seen in Chart 1 below. The big decrease in the number of cards received in FY07 may be due to the change over in the college’s website, since historically many of the cards asked for information and HCC launched an improved website.

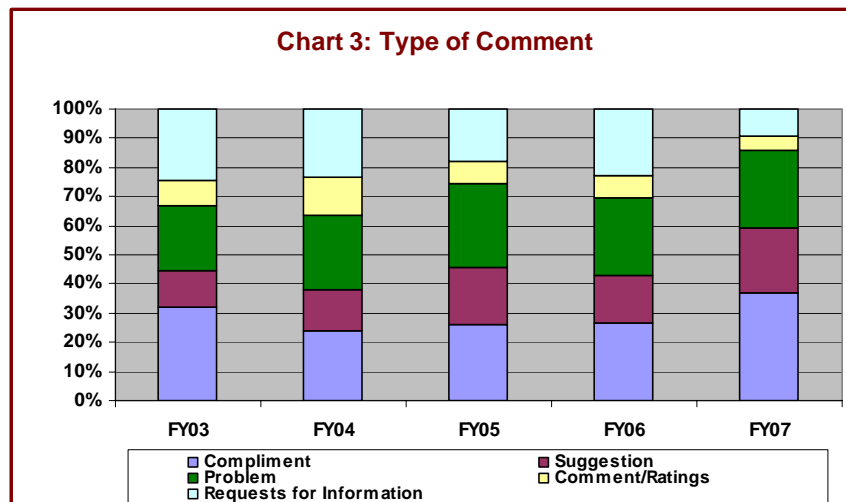


The percentage of student, staff and visitor comments have all increased slightly from last year. However, there was a sharp decrease in the number categorized as “other” (see chart 2). The “other” group would include students who are also staff members, parents of students, prospective students, alumni, etc. A possible reason for the sharp decrease in this group could be the introduction of the new online web form. A person has to identify themselves as one of four choices (i.e., student, staff visitor, both-student/staff) as other is not an option.

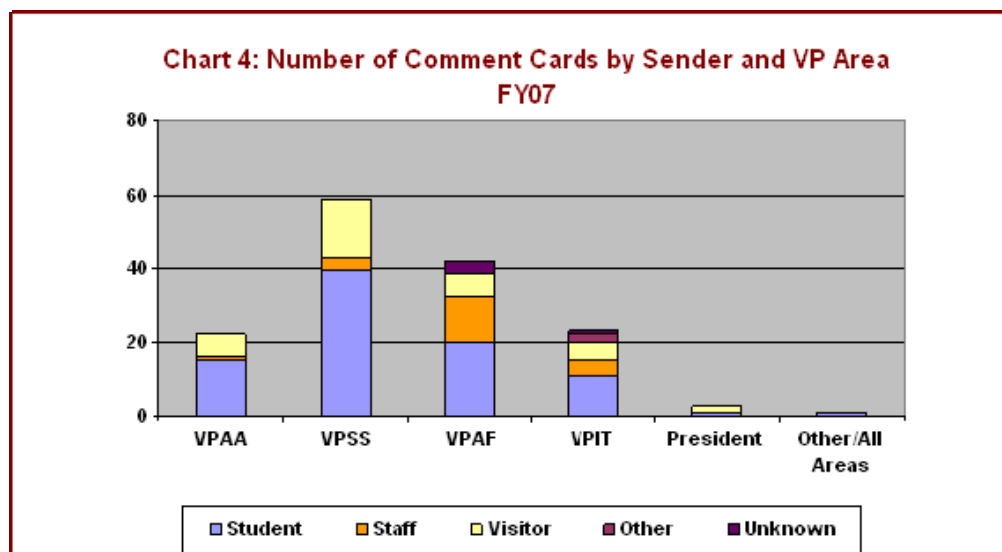


Forty-three percent (64) of the cards received in FY07 were sent from the online web form and 57 percent (85) from the traditional paper card. Both the percentage and number of online cards decreased significantly over last year. The decline in the number web cards reflects a 56 percent decrease from FY06.

As can be seen in the next chart (chart 3), compliments and problems are still the most popular comment types. Examples of some of the comments labeled as problems are: issues logging into or registering with HCC Express, navigating the HCC website, or problems within the classroom, etc. A large portion of the compliments cited a staff member by name. Copies of cards commending an individual were sent to that person to acknowledge their contribution to HCC.



As in previous years, comment cards sent by HCC's stakeholders were distributed to the vice president of the topic area for their review and/or action. Students tend to make the most comments about departments under the VPSS area. Staff tended to make the most comments under the VPAF area.



### **Board Talking Points:**

- Students are highly satisfied with their instructors (77%\*) and the instructional processes (79%\*) at HCC.
- Students who graduate and go on to transfer institutions (89%\*) as well as those who go directly into the workforce (83%\*) are highly satisfied with the preparation they received at HCC.
- The median income of HCC occupational program degree graduates three years after graduation (\$47,758) outpaces the comparative peer (\$35,697) and state (\$36,695) earnings.

\*choosing satisfied or very satisfied

## **B-2 Fiscal Year 2007 Audit Report and College Response to Management Letter**

**Background:** Representatives from the college's audit firm, Clifton Gunderson LLP, will attend the work session to answer any questions on the audit reports and the management letter.

The financial statements (Appendix A) and CC-4 (Appendix B) are information items only and do not require board approval.

In addition to the audit, Clifton Gunderson LLP must also prepare a management letter, which details items that were observed during the course of the audit that it feels the college should address. The management letter and college response immediately follows this item.

**Purpose:** To present the college's response to the management letter

**Timeline:** July 1, 2006 - June 30, 2007

### ◆———— Recommendation —————◆

The administration requests that the board of trustees approve the college's response to the management letter. Once approved, this report will be forwarded on to federal agencies. As no material weaknesses were reported, the college does not need to submit the report to the Maryland Higher Education Commission (MHEC).

**Compliance:** This request is in support of the board of trustees' polices Board-Staff Relationship – Monitoring Organizational Performance.

## **Management Letter and Response**

### **Management Letter Comment from Auditors - Journal Entries**

Although the associate vice president of finance reviews a summary report of the journal entries entered into the general ledger at the end of each month, Clifton Gunderson noted there is no evidence of this control. Without evidence that a review has taken place, such as a reviewer signature and date on the monthly summary journal entry reports reviewed by the associate vice president, there is no way to ensure the control is operating effectively. Failure to have a reviewer examine journal entries can result in errors going undetected. Clifton Gunderson recommends that a reviewer be required to sign and date the journal entry reports, and that the reports be maintained as evidence of this control.

### **College Response**

The administration is in agreement with this increased measure of control, and effective with July 2007, the monthly general journal entry reports are printed, reviewed, signed, and maintained as part of the journal entry book.

## **C – President's Report**

### **HCC's Website**

HCC won the top national award of "Best of the Web in Higher Education" from the Center for Digital Education. The Center is a national research and advisory institute on information technology policies and best practices. The press release stated entries showed remarkable innovation. Marina Leight, vice president of education for the Center for Digital Education said, "This year's winners are exceptional examples of the incredible potential and promise of education technology" and "There are few environments that are more demanding of progressive technology use than in our nation's colleges and universities." Thanks again to **Tom Glaser, all of the web staff, especially Rick Pollard, Roger Stott, Wanda Garcia, Julie Jones, and Gerick Allen, as well as the website coordinators, Jodi Allaire, George Barlos, Joanne Erickson, Greg MacPhee, Missy Matthey, Kim McNair, Nanette Douglas, Jane Sharp, Marie Westhaver, and Michelle Yearwood, and all of the other people who contributed and made our website the success it is today.**

### **National Science Foundation Grant**

The National Science Foundation awarded HCC a grant of \$549,272 for five years for the project entitled "Science and Technology Scholarship Program Supporting Enrollments in Computer Science, Engineering, Biological and Physical Sciences and Mathematics." **Thank you to the proposal creators - Dan Friedman, Bernie Sandruck, Loretta Tokoly, Russ Poch, and Scott Foerster, and to Sarah Angerer, Jean Frank, and Shirin Nazma for assisting the team.**

### **Helping Students Pay for College**

Howard Community College works diligently to make college affordable for the students. There are a number of federal, state, institutional programs, and outside private resources used to assist students with the cost of education. The institution offers funding from both the operating budget as well as the foundation. All of these different funding sources are used to offset expenses for tuition, fees, books, supplies, room and board, child care, and other educational expenses. Even with the various sources, HCC students still demonstrate unmet need. The college continues to work towards increasing HCC scholarship opportunities by working with current donors and potential donors. Additionally, the college works with state and federal legislators for continued support for our students.

## News from Development

### September Foundation Revenue

\$238,843

### September Endowment, Scholarship and Grant Revenue

\$ 265 (\$61,096 raised to date toward endowment goal of \$400,000)

\$48,298 (\$113,130 raised to date toward scholarship goal of \$600,000)

\$33,000 (\$1,209,048 raised to date toward grant goal of \$2.5 million)

### Event updates

#### *Major Donor Party*

Well attended by approximately 135 major donors on Friday, September 14, 2007, at the Maple Lawn Community Center. The center was an elegant venue and Michael Greenebaum was a gracious host.

The “Pay for College” concept was introduced to educate prospective and current students on the variety of methods available to pay for their educational expenses. It is available to students in a paper format as well as on the web. Having all payment options available in one location provides an excellent source of information on the payment plan, scholarships, financial aid, and tuition waivers.

Below is a chart showing the financial aid awarded to students during FY07.

<b>Source of Aid</b>	<b>Total Amount Awarded</b>
Pell Grant (Federal Funding)	\$2,189,034
Academic Competitive Grant (Federal funding)	\$ 7,675
Supplemental Educational Opportunity Grant (Federal Funding with HCC 25 percent match)	\$ 104,988
Federal Work-Study (Federal funding with HCC 25 percent match)	\$ 184,092
Stafford Loan (Federal program)	\$2,292,207
PLUS Loan Program (Federal program)	\$ 91,464
State Funding (14 programs)	\$ 764,784
General Operating Fund (3 different programs)	\$ 660,830
Institutional Work-Study (General operating funds)	\$ 39,191
Foundation Scholarships (85 different scholarships)	\$ 218,409
Foundation Work-Study	\$ 22,140
Alternative Loans (not federal or state funded)	\$ 53,379
Private Outside Scholarships	\$ 49,964
Student Support Services (Federal Funding with HCC match)	\$ 15,300
Children’s Learning Center	\$ 158,004
Career Links (4 different programs)	\$ 41,194

Child Care Training Grant (Con Ed Students)	\$ 4,808
Project RENEW Scholarship Program	\$ 137,137
International Scholarships (Fund 13)	\$ 4,400
NSF TAP Grant	\$ 11,923
<b>TOTAL</b>	<b>\$7,050,923</b>

### HCC's Official Cohort Default Rate

The U.S. Department of Education released the official Cohort Default Rates for FY05. The rate for HCC is 6.2 percent. The national cohort rate for public institutions with the longest educational program of two to three years (mostly represented by community colleges) is 7.9 percent for the same period of time. The cohort default rate is calculated annually, based on the number of students who enter repayment on their student loans in each fiscal year (October 1 – September 30) as the denominator. The numerator is the number of those borrowers who defaulted on a student loan within that fiscal year or the next.

The official cohort default rate for prior years is as follows:

Year	Default Rate
FY05	6.2%
FY04	5.6%
FY03	2.3%
FY02	1.1%
FY01	1.1%
FY00	1.9%
FY99	1.8%
FY98	3.1%
FY97	8.3%
FY96	13.8%

Factors contributing to HCC's increased default rate since FY03 are as follows. First, the overall trend in student borrowing has increased over the last several fiscal years. This trend is supported by the increase across all sectors of higher education. Second, financial aid services had reduced its outreach because of the low rates HCC had experienced in the past.

As a response to the increase in the FY04 default rate, financial aid services established a comprehensive default management plan in October 2006. These efforts are not reflected in the FY05 cohort as the plan was implemented after the FY05 default date period had past (September 30, 2006). The efforts of this plan are expected to be reflected in the FY06 rate. The draft FY06 rate is expected to be released in early January 2008.

### Rouse Scholars Reunion/Reception

On September 6, the Rouse Scholars celebrated their 15<sup>th</sup> Anniversary Reunion. Over seventy-five Rouse alumni attended. Many former students came with their

spouses and children. Later that evening, I hosted the annual reception for the incoming freshman class and their parents. Patty Rouse and a number of board members were in attendance. It was a grand celebratory evening for the college's esteemed program. Thanks to **Cynthia Sikorski and Jackie Taylor for their work on the reunion, and to Dorothy Gleit, Greg Fleisher, Maura Dunnigan, and Laura McHugh for the reunion and reception support and planning, as well as Jerry Casway, director of the Rouse Scholars program. Of course, as with almost all events on campus, plant operations staff was essential and the catering by Sodexo for both events was delightful – thank you to everyone involved in helping make these events a big success.**

### **Step Up Week**

Last month's "Step Up Week" was a great success. There were signs and banners hung, monitors programmed, brochures displayed, t-shirts and buttons worn, and conversations with students. Every person involved in bringing this important service to the attention of students to help bring them into the program is part of the process of student success!

### **Rep Stage Honored By City Paper!**

*City Paper's Best of Baltimore* issue is hot off the press. In the "Arts and Entertainment" category, Rep Stage's 2006-07 season was honored twice. **Xerxes Mehta** was voted "Best Theater Director" for *Two by Pinter* and **Milagros Ponce de Leon** was honored with "Best Set Design" for *Bach at Leipzig*. Congratulations!

### **John Bouman – Edutopia Submission**

I wanted to share this submission by John Bouman, HCC professor of economics, to *Edutopia*. Thank you, John, not only for your efforts in sustainability, but also for being an example to all of us!

Dear *Edutopia* Staff,

I was encouraged by our college President and a faculty colleague (Andy Bulleri) to respond to a question in your publication: How green is your classroom?

My classroom is green and most importantly, it is a bit greener outside. My classroom is completely void of any handouts. No paper syllabi, no paper tests, no paper text books, no printed anything period. It's all digital, even in my face-to-face classes. Let's keep it green outside and keep the trees alive. We use CE6 (Blackboard) to communicate, to read our syllabus, to take multiple-choice and essay quizzes, to submit papers, to take attendance, post and look up grades, etc. Even my text is fully digital. It also has verbal explanations, interactive formulas and graphs, interactive games and website links. Today's students like studying via the computer; they can even download the digital text onto their iPhones, Blackberries or Ipods.

The average non-green class probably goes through about 500 pages of paper per student per semester (400 pages of text and 100 pages of handouts and tests). So the average class of 30 students uses 15,000 pages of paper. Imagine if a mere 100 professors teaching 10 classes per year go digital. This would save 15,000,000 pages per year. That's a lot of trees.

John Bouman  
Professor of Economics

As a follow-up to this submission, John surveyed students in four sections (using the clicker, or automated response system-also electronic) to see how many students actually study directly off the computer, and how many print out the documents. Here are his striking results (some of the numbers may not add up to 100% due to rounding):

<b>Question 1: I study solely from the CD:</b> (do not print any of the pages from the CD - the digital text for the class)				
	<b>Section 1</b>	<b>Section 2</b>	<b>Section 3</b>	<b>Section 4</b>
<b>Number of students:</b>	<b>21</b>	<b>18</b>	<b>19</b>	<b>20</b>
Yes	86%	76%	85%	95%
No	14%	24%	15%	5%

<b>Question 2: I print hard copy pages from the following class resources:</b>				
	<b>Section 1</b>	<b>Section 2</b>	<b>Section 3</b>	<b>Section 4</b>
CD	5%	6%	5%	5%
CE6 (WebCT)	18%	18%	11%	15%
Both	5%	6%	5%	5%
None of the above*	73%	76%	79%	80%

\*I do not print any hard copy pages from the above resources

<b>Question 3:</b>				
	<b>Section 1</b>	<b>Section 2</b>	<b>Section 3</b>	<b>Section 4</b>
I prefer to study directly off our digital source (computer monitor)	50%	39%	56%	48%
I prefer to study from a hard copy source	18%	22%	11%	10%
I have no preference between studying from a computer or hard copy	32%	39%	33%	43%

I was pleased to see that most of the students are embracing their “paperless” classroom.

### **Erin Yun Appointed to Howard County Commission for Women**

County Executive Ulman nominated Erin Yun, director of board relations/special projects, to serve on the Howard County Commission for Women. The County Council recently confirmed this nomination. Erin will be serving a 4-year term on the commission, which promotes the economic, social, and political equality of women. The commission supports programs and services of the county government and/or

private organizations that have complementary goals and objectives. In addition, the commission coordinates its activities with the Maryland Commission for Women and the National Association of Commissions for Women. Congratulations Erin!

### **Mediation and Conflict Resolution Center Grant**

Congratulations to **Kathy Rockefeller**, who received a \$27,000 grant from the Maryland Mediation and Conflict Resolution Office. This grant will be used by the Mediation and Conflict Resolution Center to create a campus community mediation program at HCC to provide services to the students, faculty, and staff of the college.

### **Signage on RCF**

The new signage for the Rouse Company Foundation Student Services Hall has gone up. The signage is located on the side of the building by the main campus road. Not only is there signage for the building but there is a color Howard Community College logo as well. Thanks to the efforts of Randy Bengfort, Christi Sutton, and Travis Hopkins, it looks fantastic!

### **Unleash Your People at Work!**

On October 11, Dr. Izzo, author of *Awakening Corporate Soul*, *The Business of Kindness*, and *Second Innocence: Rediscovering Joy and Wonder*, visited HCC to share his insights on servant leadership. Approximately 85 individuals including HCC employees and community members joined Dr. Izzo during one of the two sessions held during the day. Dr. Izzo has been featured on CNN, ABC World News, and NPR. During this presentation he discussed how to:

- Create a positive and purposeful team.
- Work more effectively with diverse values and perspectives.
- Learn the characteristics of highly engaged teams.
- Discover the secrets of truly passionate workplaces.
- Apply principles of servant leadership.

**Thanks to Randy Bengfort, Erin Yun, Cindy Durham, Todd Allen, and Missy Matthey, as well as Arla Webb, the Sodexo staff, and plant operations for their efforts.**

**Additional thanks go to the Horizon Foundation and Leadership Howard County for their support of this event.**

### **Transfer Fair a Success!**

On October 4, the office of admissions and advising hosted the Fall Transfer Fair. More than 700 HCC students spoke to admissions counselors representing sixty-four colleges and universities from Connecticut to Virginia. Following the fair, the transfer staff hosted two transfer information sessions in the Transfer Center. **Thanks to Joi Ryan, Jim Robbins, Jane Scott, Jane Small, Jennifer Gray, and Dorothy Plantz for coordinating the day's events. Also, thanks to Barbara Greenfeld, the office of admissions and advising, enrollment services,**

**security, public relations, student life, the HCC Times, plant operations and IT for each of their contributions.** And a special thanks to **faculty** and **staff** for referring their students to the Transfer Fair.

## **Capital Projects Update**

### Peter and Elizabeth Horowitz Visual and Performing Arts Center

The final remaining items being addressed prior to project closeout include the sound system installation, electronic hardware, and the security alarm system. The art display cases have been completed and are ready to house the donated Horowitz paintings. Artex will be here on October 30, 2007, to install the paintings, so they will be in place by the end of the month.

At the beginning of October, the college was informed that Maryland Sound and Image, which was contracted to design and install the sound system, recently merged with Nelson White Company. The college expects the transition to be smooth but is currently reviewing the original contract to ensure all aspects of the contract are honored by Nelson White. Once approved, college staff will initiate the transfer of the contract with the college and state accordingly. Project closeout is expected by December 2007.

### Athletic Fields Renovations

The project is 95 percent complete and the contractor expects to be off-site by early November. The storm water management pond, storm sewer drain installations, and final grading have been completed.

Two change orders are being presented to the board for approval at the October meeting and include: 1) an additional requirement by Howard County to stabilize the soil at the northern side of the storm water management pond through soil stabilization matting; and 2) the required lowering of the fiber optic line beneath the new pavement subgrade that was not identified until excavations for the new sidewalk. These change orders will complete the project along with the final seeding and landscaping.

Planning meetings for the last phase of the athletic fields renovations have started. These meetings will determine the final renovations required with consideration to the project's budget balance. The college expects to complete the project by summer 2009.

### The Rouse Company Foundation Student Services Hall

The final component of the project is the "Dragon Walk" consisting of the college's mascot, the dragon, being artfully created in the quad using pavers to create a mosaic. Each paver is hand-cut and individually placed. The installation of the base for the pavers is complete; however delivery of the pavers has been slightly delayed due to the specialized color for each paver. The dragon mosaic is estimated to be in place by the end of the semester.

In addition, the installation of the plaques on the exterior of the building is expected to be finalized shortly. The completion of the dragon and installation of the exterior plaques symbolize the changing face of the college and helps make the campus a productive and inviting place to learn, study, work, and visit.

#### McCuan Hall and Smith Theatre Renovations

Following approval of the guaranteed maximum price (GMP), the college received approval from the board and forwarded the request for state participation to the Maryland Department of General Services (DGS) for the Board of Public Works (BPW) meeting on September 12, 2007. The item was delayed at the state and not included on the September 12 agenda, but was approved at the subsequent BPW meeting on October 3, 2007. The notice to proceed was issued to the contractor on October 4 following BPW approval.

Preconstruction activities began in late September in preparation for the renovations to McCuan Hall and the Smith Theatre. The contractor access path, staging area and laydown site were installed, and construction began on Monday, October 8 following BPW approval. The renovations will be phased beginning with the lower levels of McCuan Hall and the Smith Theatre. A phasing schedule has been developed and will be shared with the college community within the next month.

The college continues to work closely with the architect, contractor, and regulatory agencies to resolve issues and move the project forward.

#### James Clark, Jr. Library Building Renovations

The design phase for this project is progressing. The design development documents were prepared and submitted to the state for review. Responses to questions were prepared along with the development of the cost estimate. Following approval, the construction documents will be developed. Initial furniture and equipment meetings have been held with the architects that will assist in the development of the construction documents.

Project meetings are currently scheduled with college staff, the architect and the construction management (CM) firm every three weeks.

#### Belmont Inn and Conference Center Barn Renovations

The college issued a request for proposal (RFP) for CM at risk services for the barn renovations and addition and the successful bidder was approved by the board at its September 19 meeting. This project renovates the existing barn of 5,056 gross square feet (GSF) and incorporates an addition of 7,244 GSF to provide a teaching kitchen, classroom, production kitchen, dining room, meeting room, and administrative and support areas. The total project is proposed at 7,690 net assignable square feet (NASF) and 12,300 GSF.

Design is in progress and the CM has started preconstruction services including the required septic survey. Most recently, the architect, contractor and college staff met with the Maryland Historic Trust (MHT) to review the conceptual design for the Barn renovations. MHT gave verbal confirmation of preliminary approval of the conceptual drawings, however written confirmation is forthcoming. The architects, contractor and college staff continue to working closely with all entities to move the project forward.

#### Children's Learning Center Renovations

Proposals were solicited for design-build construction services to renovate and complete 4,433 square feet of shell space at the Children's Learning Center (CLC).

The renovations to existing shell space support the college's child care program while enhancing the social sciences and teacher education division disciplines in teacher education, early childhood education, and early childhood development.

The request for proposal (RFP) process occurred over the summer and the successful firm was approved by the board at its September 19 meeting. Riparius Construction was selected as the prime contractor with Ayers Saint Gross as the architect and Leach Wallace as the mechanical, electrical, plumbing engineer. A kick-off meeting was held the first week of October and college staff is working closely with the team to ensure a smooth process during construction. The proposed renovations are a key component to the CLC's operations as well as the collaborative learning needs of the students enrolled in the academic programs.

#### Campus-wide Systemic Renovation Projects

The college continues to prioritize and schedule the immediate renovation needs as identified in the facilities condition assessment. The systemic renovation projects in progress are listed below.

In progress:

- On-going deferred maintenance items;
- Science and technology (ST) labs – the design is finished and the project is 50 percent complete;
- ST building ventilation system remains in design phase;
- Belmont manager's house – modifications to correct current ADA deficiencies and code compliance, project began in May for proposed completion in November;
- On-going exterior signage design and installation; and
- On-going campus-wide ADA modifications based on a full survey.
- The driving surface for the motorcycle safety course has been resurfaced and extended adjacent to the Athletic & Fitness Center.



**D – Board Member Comments**



## **E – Approval of Minutes**

1. September 19, 2007, Work Session
2. September 19, 2007, Regular Session
3. September 19, 2007, Closed Session

**HOWARD COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
WORK SESSION MINUTES  
September 19, 2007**

The Board of Trustees of Howard Community College (HCC) met in work session on Wednesday, September 19, 2007, in The Rouse Company Foundation Student Services Hall (Room 400) at Howard Community College, Columbia, Maryland. Patrick L. Huddie, chair, brought the work session to order at 6:06 p.m. Other board members present included vice chair T. James Truby, trustees, Kevin J. Doyle, Katherine K. Rensin, and Mary B. Tung. Kathleen B. Hetherington, secretary-treasurer, was also present. Trustees Roberta E. Dillow and Louis G. Hutt, Jr. were absent.

**A. Introduction of New Employees**

Ron Roberson, vice president of academic affairs, introduced Lyudmila Bard, instructor, biology; Hanael Bianchi, instructor, history; David Buck, assistant professor, English; Bhuvana Chandran, assistant professor, biology; Mary Beth Furst, instructor, business; Annette Gonzales, business and technology certification program administrator; Lynette Mooney, assistant professor, art history; Rahim Salih, assistant professor of Arabic; Sarah Saxer, assistant professor of ESL; and Nanette Deberry, instructional technologist.

Lynn Coleman, vice president of administration and finance, introduced Linda Zhang, inventory and grants coordinator.

Tom Glaser, vice president of information technology, introduced Gerard Anuszewski, reprographics technician; and Patty Grim, supervisor, print shop.

Cindy Peterka, vice president of student services, introduced Emily Owen, associate director of admissions (nursing and allied health).

**B. Introduction of Constituency Group Leaders**

Lynn Coleman introduced Arnette Haywood, support group chair and lifelong learning assistant, continuing education; and Judy Darling, support group vice chair and office associate, welcome center.

Ron Roberson introduced Linda Wiley, faculty forum president and professor, English; and Ann Repka, faculty forum vice president and assistant professor, biology.

Cindy Peterka introduced Ritta Zeilah, Student Government Association president.

Erin Yun, director of board relations and special projects, introduced Linda Wu,

administrators group chair and director, administrative information systems; Dave Buonora, chair, College Council and director of government affairs and resource development; and Melissa Cahill, vice chair, College Council and employment manager.

Tom Glaser introduced Anna Hamilton, professional/technical group chair and computer specialist; and representatives: Melissa Cahill, employment manager; Simone Breuninger, office supervisor, plant operations; Margaret Wedde, office supervisor, health sciences/social sciences/teacher education division office; and Valerie Smith, senior network administrator.

### **C. Informational Tour: Learning Communities**

Ron Roberson introduced Jerry Casway, director of the James W. Rouse Scholars Program, chair, social sciences and teacher education, and professor of history; Joe Mason, assistant director of the Silas Craft Collegians Program; and Steve Horvath, director of the Frederick K. Schoenbrodt Honors Program, associate vice president of academic affairs and professor of English.

Jerry Casway gave an overview of the Rouse Scholars Program, now in its 15<sup>th</sup> year, and asked four Rouse Scholars to talk about their experiences in the program. Students Jessica Irvin, Brendan Willis, Tiffany Goins, and Andrew Kelly talked about the smaller classes as well as personal attention from Rouse faculty and staff and making new friends through the many activities and excursions.

Steve Horvath gave an overview of the Schoenbrodt Honors Program and introduced brothers Wesley and Ethan Myers, high school students who enjoy taking honors classes at the college. Assistant director, Ryna May, a former honors student, talked about her experience as an older, returning student.

Joe Mason talked about the Silas Craft Collegians Program being an opportunity for students who may not have done well in high school to realize their potential. Students Marco Rodriguez and Amber Golden talked about their experiences.

The work session adjourned at 6:55 p.m.

The above constitutes the official minutes of the September 19, 2007, work session of the Howard Community College Board of Trustees as approved on October 24, 2007, and is a true and correct copy of same.

Kathleen B. Hetherington, secretary/treasurer

**HOWARD COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
REGULAR SESSION MINUTES  
September 19, 2007**

The Board of Trustees of Howard Community College (HCC) met in regular session on Wednesday, September 19, 2007, in The Rouse Company Foundation Student Services Hall (Room 400) at Howard Community College, Columbia, Maryland. Patrick L. Huddie, chair, brought the regular session to order at 7:10 p.m. Other board members present included vice chair T. James Truby, trustees, Kevin J. Doyle, Katherine K. Rensin, and Mary B. Tung. Kathleen B. Hetherington, secretary-treasurer, was also present. Trustees Roberta E. Dillow and Louis G. Hutt, Jr. were absent

**A. Approval of September 19, 2007, Agenda**

*A recommendation to approve the September 19, 2007, agenda, was moved by Trustee Rensin, seconded by Trustee Doyle, and unanimously approved.*

*Additionally, Chair Huddie read a resolution to enter into closed session at the conclusion of the regular meeting. The resolution was moved by Trustee Rensin, seconded by Trustee Truby, and unanimously approved.*

**B. Board Priority Items**

**1. Board End: Strategic Planning**

Zoe Irvin, executive director of planning, research and organizational development, gave an overview and shared information on the Baldrige scoring guidelines. She mentioned that the Baldrige team received valuable feedback that will be beneficial in writing the next application.

**2. Proposed Fiscal Year 2009 Capital Budget**

Lynn Coleman, vice president of administration and finance, gave a PowerPoint presentation on the capital budget process. The board will vote on the FY09 capital budget at the October board meeting.

**C. President's Report**

Kate Hetherington thanked board members, faculty, and staff for serving on the Commission on the Future task forces. She congratulated Tom Glaser, vice president of information technology, for the college's selection by the Center for Digital Education as having one of three top websites in the country. She congratulated Dan Friedman, chair, science and technology division, Bernadette Sandruck, chair, mathematics division, and Zoe Irvin and her team for receiving

the National Sciences Foundation grant.

Cindy Peterka, vice president of student services, reported enrollment figures. Headcount has increased 5.1 percent increase and FTE has increased 4.4 percent. Full time students increased by 5.7 percent and part-time by 6.9 percent. The college has 1,018 international students from approximately 102 countries.

#### **D. Board Member Comments**

Chair Huddle commented on the Commission on the Future (COF) meeting that morning and thanked board members, faculty, and staff for serving on task forces. He announced that the Association of Community College Trustees (ACCT) is looking for members for its sub-committees; interested board members should contact Erin Yun, director of board relations and special projects. He also shared the sad news of the tragic death of Barbara Ash, research director, Maryland Association of Community Colleges (MACC), and asked trustees to contribute to the endowment in her name for a needy community college student.

Trustee Truby declined to make comments.

Trustee Tung said she is excited about the COF and the opportunities to meet and learn from community members. She also commented on the wonderful opportunity for HCC students provided by the partnership with Excelsior College.

Trustee Doyle commented that since he has attended meetings and events as a board member, he has realized the importance of having “community” in the college’s name.

Trustee Rensin talked about ways of raising matching funds through the phantom auction at the President’s Gala on December 8. The board agreed to donate their stipends toward this effort.

*A recommendation to approve the donation of the FY08 trustee stipends toward the McCuan matching funds, was moved by Trustee Truby, seconded by Trustee Tung, and unanimously approved.*

#### **E. Report of the Audit and Finance Committee**

This item was for information only and no action was required.

#### **F. Report of the Legislative and Community Relations Committee**

This item was for information only and no action was required.

## **G. Approval of Minutes**

*A recommendation to approve the August 22, 2007, work session and regular session minutes, was moved by Trustee Truby, seconded by Trustee Rensin, and unanimously approved.*

## **H. Consent Items**

1. Proposed New Hires
2. Design-build construction services for the Children's Learning Center renovations awarded to Riparius Construction, Inc. in the amount of \$99,000.
3. Continuing education furniture purchase awarded to Douron in the amount of \$31,418.01.
4. Science and technology building lower level renovation – lab A, lab B, and prep room awarded to Struever Bros. Eccles & Rouse in the amount of \$430,555.27.
5. Athletic fields maintenance services miscellaneous items awarded to Brickman in the amount of \$20,000.
6. Construction manager at risk for the Belmont Inn and Conference Center barn awarded to Struever Bros. Eccles & Rouse, Inc. in the amount of \$38,352.
7. Furniture purchase for the science and technology building awarded to VWR International in the amount of \$127,140.25 for a furniture and installation contract.

*A recommendation to approve the consent items was moved by Trustee Truby, seconded by Trustee Tung, and unanimously approved.*

## **I. Information Items**

### **1. Issue Bin**

This item was for information only and required no board action.

### **2. Board Calendar**

Erin Yun asked board members attending the ACCT convention next week to check their travel and hotel arrangements and get back to her if there are any changes.

The Clark Medal presentation to Padraic Kennedy will take place on October 30, 7:30 – 9:00 am in RCF-400.

This item was for information only and required no board action.

**3. Agreements Signed by the Board Chair Disclosure**

This item was for information only and required no board action.

**4. Financial Statements**

This item was for information only and required no board action.

**5. Personnel Summary**

This item was for information only and required no board action.

**Adjournment and Closed Session**

The regular meeting was adjourned at 7:50 pm. The board moved into closed session as previously approved.

The above constitutes the official minutes of September 19, 2007, regular meeting of the Howard Community College Board of Trustees as approved on October 24, 2007, and is a true and correct copy of same.

Kathleen B. Hetherington, secretary/treasurer

**HOWARD COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
CLOSED SESSION MINUTES  
September 19, 2007**

The Board of Trustees of Howard Community College (HCC) met in closed session on Wednesday, September 19, 2007, in The Rouse Company Foundation Student Services Hall (Room 400) at Howard Community College, Columbia, Maryland. At approximately 7:15 p.m., Chair Patrick L. Huddle read a resolution to enter into closed session at the conclusion of the public meeting, which was supported unanimously by the board. Other board members present included vice chair T. James Truby, and trustees Kevin J. Doyle, Katherine K. Rensin, and Mary B. Tung. Trustees Roberta E. Dillow and Louis G. Hutt, Jr. were absent.

Additional attendees included: Kathleen Hetherington, president, Howard Community College and secretary/treasurer, board of trustees; Ronald Roberson, vice president of academic affairs; Lynn Coleman, vice president of administration and finance; Thomas Glaser, vice president of information technology; Cindy Peterka, vice president of student services; Zoe Irvin, executive director, planning, research, and organizational development; Anne Johnson, general manager, Belmont Inn and Conference Center; Erin Yun, director, board relations/special projects; Jerrold Thrope, Gordon, Feinblatt, Rothman, Hoffberger, and Hollander, LLC; Searle Mitnick, Gordon, Feinblatt, Rothman, Hoffberger, and Hollander, LLC; and Michael Davis, Davis, Agnor, Rapaport, and Skalny, LLC.

**WHEREAS**, The board of trustees of Howard Community College is authorized by Section 10-508 of the State Government Article of the Annotated Code of Maryland to conduct certain portions of its meetings in closed session.

**NOW, THEREFORE, BE IT RESOLVED**, that the board of trustees of Howard Community College hereby conduct its meeting in closed session on September 19, 2007, at the conclusion of its regular meeting in The Rouse Company Foundation Student Services Hall (RCF 400) to obtain legal advice on a legal matter as permitted under Section 10-508 (a7).

The board entered into closed session at 7:55 p.m. During the closed session, the board consulted with counsel to obtain legal advice on a legal matter.

The meeting was adjourned at 9:30 p.m.

The above constitutes the official minutes of the September 19, 2007, closed meeting of the Howard Community College Board of Trustees as approved on October 24, 2007, and are a true and correct copy of same.

Kathleen B. Hetherington, secretary/treasurer

**F – Consent Items were previously distributed to members  
of the Board of Trustees**



## H-1 Issue Bin

**Background:** In an effort to organize meetings and better utilize board members' time, an issue bin has been implemented. Topics brought up at board meetings or work sessions that may require action or discussion at a later date have been collected and recorded on this list and will be reviewed at each board meeting until they are resolved/addressed.

<b>Board Liaisons to Ongoing Projects</b>	
<b>Project</b>	<b>Liaison(s)</b>
Capital Projects	T. James Truby
Entrepreneurial Center	Louis G. Hutt, Jr.
Foundation Board	Roberta E. Dillow
Possible future location of Laurel College Center	On Hold
Student Housing	On Hold
Sustainability	Patrick L. Huddie; Roberta E. Dillow; Mary B. Tung
Technology Advisory Board	Mary B. Tung
President's Inauguration	Mary B. Tung
President's Gala	Katherine K. Rensin

The board liaison role is to represent the board of trustees in tracking various issues/projects, bringing any information of specific importance to the board's attention.

<b>Committees</b>	
Audit and Finance	Patrick L. Huddie, committee chair; Katherine K. Rensin; Mary Beth Tung
Legislative and Community Relations	T. James Truby, committee chair; Roberta E. Dillow; Louis G. Hutt, Jr.

## ◆————— Recommendation —————◆

This item is for discussion and information and does not require board approval.



## H-2 Board Calendar

Date	Event	Tentative Agenda Items
<b>October 2007</b>		
October 30, 2007 Tuesday 7:30-9:00 am	Community Celebration Breakfast <i>RCF-400</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li>Vice Chair T. James Truby to speak on behalf of the board of trustees</li> <li>Address by President Hetherington and bestowal of HCC's Senator James Clark Jr. Medal to Padraic Kennedy</li> </ul> <p style="text-align: right; color: magenta;"><b>NEW!</b></p>
October 31, 2007 Wednesday 8:00 am	Commission on the Future <i>RCF-401</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li>Milestone Meeting</li> <li>Please RSVP by October 29</li> </ul>
<b>November 2007</b>		
November 2, 2007 Friday 6:30 pm	CRD Benefactors Banquet <i>Hyatt Regency-Capitol Hill</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li>Honoring Pat and Jill McCuan</li> </ul>
November 3, 2007 Saturday 7:30-10:30 pm	Success in Style's Autumn Fall Ball 2007 <i>Historic Oakland Manor</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li>Cost is \$200 per guest</li> </ul>
November 5, 2007 Monday 12:00 noon	Pre-installation Luncheon <i>Burrill Galleria</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> </ul>
November 5, 2007 Monday 1:30-3:00 pm	Installation of New HCC President <i>Smith Theatre</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li><b>Arrive for robing NO LATER than 12:45 pm</b></li> </ul>
November 5, 2007 Monday 3:00 pm	Reception after Installation of New HCC President <i>RCF-400</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> </ul>
November 6, 2007 Tuesday 7:00 pm	Evening with the Stars <i>Smith Theatre</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li>Free, but Tickets Required</li> <li>Showcase of music, theatre, and poetry by HCC's stars of the arts – followed by a celestial stargazing hosted by an</li> </ul>

Date	Event	Tentative Agenda Items
		HCC physics professor <b>NEW!</b>
November 8, 2007 Thursday 12:30-1:30 pm	Student/Donor Luncheon <i>RCF-400 / 401</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> </ul>
November 14, 2007 Wednesday 12:00 noon	Audit and Finance Committee  <i>Café on the Quad - RCF-120B</i>	<ul style="list-style-type: none"> <li>• Quarterly Sole Source Report (July – September)</li> <li>• Parameters of FY09 Operating Budget</li> <li>• Salary &amp; Benefits Recommendations</li> <li>• Review of Salary Schedules</li> <li>• Tuition &amp; Fees</li> <li>• FY07 Single Audit</li> <li>• Committee of Sponsoring Organizations Checklist Items</li> </ul>
November 15, 2007 Thursday 8:30-10:00 am	Legislative and Community Relations Committee Meeting <i>Café on the Quad - RCF-120B</i>	<ul style="list-style-type: none"> <li>• Planning for Legislative Breakfast</li> <li>• Review of HCC Legislative Agenda</li> <li>• National Legislative Summit</li> <li>• Student Advocacy Day</li> </ul>
November 28, 2007 Wednesday 6:00 pm	Work Session  Regular Meeting  <i>RCF-400</i>	<ul style="list-style-type: none"> <li>• Introduction of New Employees</li> <li>• HCCEF Annual Report</li> <li>• Informational Tour: Computer Forensics</li> <li>• Recommendations on Sabbatical/Administrative Leave</li> <li>• Report on Board End: Information and Analysis</li> <li>• Approval of Legislative Agenda</li> </ul>
November/December TBD	Chamber Holiday Party	
<b>December 2007</b>		
December 7, 2007 Friday 11:30 am	Commission on the Future <i>RCF-400</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• Milestone Meeting</li> <li>• Thank You Luncheon</li> </ul>
December 8, 2007 Saturday 7:00-11:00 pm	President's Gala <i>The Rouse Company Foundation Student Services Hall</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• Black Tie Event</li> <li>• Fundraiser (Tickets priced at \$125 each or \$200 per couple for the community; \$50 for HCC employees; \$25 for HCC students.)</li> <li>• Open to all</li> </ul>

Date	Event	Tentative Agenda Items
December 12, 2007 Wednesday 6:00 pm	Consent Items and Closed Session <i>Belmont</i>	<ul style="list-style-type: none"> <li>FY08 Presidential Mid-Year Evaluation</li> </ul>
December 12, 2007 Wednesday 7:30 pm	Board of Trustees Holiday Dinner <i>Belmont</i>	
December 24, 2007 – January 1, 2008 Monday – Tuesday	HCC Winter Break	
<b>January 2008</b>		
January 14, 2008 Monday 12:30-8:30 pm	MACC Trustee Leadership Conference and Legislative Reception <i>Annapolis</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> </ul> <p style="text-align: right;"><b>NEW!</b></p>
January 16, 2008 Wednesday 6:00 pm	Budget Work Session <i>Schoenbrodt Boardroom</i>	<ul style="list-style-type: none"> <li>Review of FY09 Integrated Strategic Plan and Operating Budget</li> </ul>
January 22, 2008 Tuesday 12:30 pm	New Employee Recognition Lunch <i>RCF-400</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li>New employees recognized</li> </ul>
January 22, 2008 Tuesday 2:00 pm	Winter Convocation <i>Kittleman Room</i>	<ul style="list-style-type: none"> <li>Trustees Invited</li> <li><b>Welcome from Board Chair</b></li> <li>Commission on the Future Report</li> </ul>
<b>January 28, 2008</b> Monday 7:30-9:30 am	Annual Legislative Gathering <i>RCF-400</i>	<ul style="list-style-type: none"> <li>Legislators Invited</li> <li>County Council and Executive Invited</li> <li>Students Invited</li> </ul>
January 30, 2008 Wednesday 6:00 pm	Regular Meeting <i>RCF-400</i>	<ul style="list-style-type: none"> <li>Approval of FY09 Integrated Strategic Plan and Operating Budget</li> <li>Trustees' Award</li> </ul>
<b>February 2008</b>		
February 6, 2008 Wednesday 8:30-10:00 am	Legislative and Community Relations Committee Meeting <i>Café on the Quad - RCF-120B</i>	<ul style="list-style-type: none"> <li>Progress of Annapolis Session</li> <li>Student Advocacy Day</li> <li>County Budget Process</li> <li>Legislative Summit</li> </ul>
February 11-13, 2008 Monday – Wednesday	ACCT Legislative Summit <i>Marriott Wardman Park Hotel, Washington, DC</i>	<ul style="list-style-type: none"> <li>Meetings Arranged with Board Members and Maryland Delegation in DC</li> </ul>
February 13, 2008	Community College	<ul style="list-style-type: none"> <li>FYI for Trustees</li> </ul>

Date	Event	Tentative Agenda Items
Wednesday 9:00 am-1:30 pm	Student Advocacy Day <i>Annapolis, MD</i>	
February 27, 2008 Wednesday 6:00 pm	Work Session	<ul style="list-style-type: none"> <li>• Introduction of New Employees</li> <li>• Informational Tour: Sustainability Effort</li> </ul>
	Regular Meeting <i>RCF-400</i>	<ul style="list-style-type: none"> <li>• Report on Board End: Faculty and Staff Focus</li> <li>• FY07 Workforce Snapshot</li> <li>• Honorary Degree Recipients</li> </ul>
<b>March 2008</b>		
March 10, 2008 Monday 5:00-8:30 pm <i>Tentative date</i>	Hunan Manor Fundraiser <i>Hunan Manor</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• <b>Board Chair Remarks</b></li> <li>• Fundraiser for the college</li> </ul>
March 11, 2008 Tuesday 12:30 pm & 6:00 pm	Dean's Reception <i>Location TBD</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• Recognition for Dean's List and Distinguished Students</li> </ul>
March 12, 2008 Wednesday 12:00 noon	Audit and Finance Committee  <i>Café on the Quad - RCF-120B</i>	<ul style="list-style-type: none"> <li>• Areas for Audit Review</li> <li>• Semi-Annual Non-Purchasing Agreement Disclosure</li> <li>• Quarterly Sole Source Report (October – December)</li> <li>• Committee of Sponsoring Organizations Checklist Items</li> </ul>
March 17-23, 2008 Monday-Sunday	HCC Spring Break	
March 26, 2008 Wednesday 6:00 pm	Work Session	<ul style="list-style-type: none"> <li>• Introduction of New Employees</li> <li>• Informational Tour: Learning Outcomes Assessments</li> </ul>
	Regular Meeting <i>RCF-400</i>	<ul style="list-style-type: none"> <li>• Auditor Areas for Review</li> <li>• Report on Board End: Educational and Support Process Management</li> </ul>
<b>April 2008</b>		
April 23, 2008 Wednesday 6:00 pm	Work Session	<ul style="list-style-type: none"> <li>• Introduction of New Employees</li> <li>• Tour: Laurel College Center</li> </ul>
	Regular Meeting	<ul style="list-style-type: none"> <li>• FY09 Operating Budget Approval (if necessary)</li> <li>• FY09 Faculty Promotions</li> </ul>

Date	Event	Tentative Agenda Items
	<i>Laurel College Center</i>	<ul style="list-style-type: none"> <li>• Candidates for Commencement</li> <li>• Report on Board End: Leadership</li> <li>• Legislative Report</li> <li>• Calendar of FY09 Meetings</li> </ul>
<b>May 2008</b>		
May 2, 2008 Friday 6:30-9:00 pm	Student Awards Banquet  <i>Sheraton Columbia</i>	<ul style="list-style-type: none"> <li>• <b>Welcome from Board Chair</b></li> <li>• <b>Trustees invited and participate in presenting awards</b></li> </ul>
May 14, 2008 Wednesday 12:00 noon	Audit and Finance Committee <i>Café on the Quad - RCF-120B</i>	<ul style="list-style-type: none"> <li>• Quarterly Sole Source Report (January – March)</li> <li>• Meeting with Auditors (FY08 Report)</li> <li>• Yearend Purchases</li> </ul>
May 16, 2008 Friday 12:00 noon	Nursing Recognition Ceremony <i>HCC Campus/Grand Prix Field</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> </ul>
May 16, 2008 Friday 2:30 pm	Reception for Platform Party <i>RCF – 2<sup>nd</sup> Floor Lobby</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> </ul>
May 16, 2008 Friday 4:00 pm	Commencement <i>HCC Campus/Grand Prix Field</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• <b>Board Members Confer Degrees</b></li> </ul>
May 22, 2008 Thursday 12:00 noon	Annual Retiree and New Employee Recognition Lunch <i>TBD</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• Reception to Honor College Faculty and Staff who Retired During FY08</li> </ul>
May 22, 2008 Thursday 1:30 pm	Convocation  <i>TBD</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• <b>Welcome from Board Chair</b> (1:30 pm)</li> <li>• Recognition event for retired employees, degree recipients. New employees recognized at lunch.</li> </ul>
May 22, 2008 Thursday 3:30 pm	Employee Appreciation Activity  <i>TBD</i>	<ul style="list-style-type: none"> <li>• Trustees Invited</li> <li>• Annual activity to thank employees for core &amp; strategic work efforts and volunteerism</li> </ul>
May 28, 2008 Wednesday 6:00 pm	Work Session	<ul style="list-style-type: none"> <li>• Introduction of New Employees</li> <li>• Informational Tour: Crisis Communications</li> </ul>

Date	Event	Tentative Agenda Items
	Regular Meeting	<ul style="list-style-type: none"> <li>• FY10 Vision, Mission, Values and Beliefs and Strategic Initiatives and Goals</li> <li>• FY09 Faculty Appointments</li> <li>• Election of FY09 Board Officers</li> <li>• Authorization for Board Chair to Approve on Behalf of Board until next Regular Meeting</li> <li>• MHEC Report on Indicators</li> </ul>
	Closed Session <i>RCF-400</i>	<ul style="list-style-type: none"> <li>• Review President's Contract</li> </ul>
<b>June 2008</b>		
June 9, 2008 Monday <i>Time - TBD</i>	Board Retreat  <i>Belmont</i>	<ul style="list-style-type: none"> <li>• Agenda – TBD</li> </ul>

Notes:

All work sessions and regular meetings will be held in The Rouse Company Foundation Student Services Hall (RCF-400) at 6 p.m., unless otherwise noted. All Audit and Finance Committee and Legislative and Community Relations Committee meetings will be held in the Cafe on the Quad (RCF-120B), unless otherwise noted. Additional Audit and Finance and Legislative and Community Relations Committee meetings may be necessary during the course of the year.

In addition to the tentative agenda items noted above, the following routine agenda items will be addressed at each work session/regular meeting of the Board of Trustees: introduction of new employees (work session); agenda; minutes; new hires; non-purchasing agreements signed by the board chair; monthly financial statement and monthly personnel summary.

Special work sessions will be scheduled as necessary should the occasion arise.

 Shaded areas represent board meetings and other activities that trustees are highly encouraged to attend.

Red denotes information change from original posting.

**NEW!** denotes item not on last calendar.

## **H-3 Agreements Signed by the Board Chair Disclosure**

**Background:** The agreements included in this disclosure are representative of the following categories:

1. Non-purchasing - As resolved by the board of trustees at its December 16, 1998, meeting, the administration discloses any non-purchasing agreements that have been signed by the board chair to the full board on a monthly basis. All other non-purchasing agreements will be disclosed to the board on a semi-annual basis.

2. Pass-Through Contracts - At its September 19, 2001, meeting, the board of trustees approved a revision to the college's administrative purchasing procedure that would permit approval of "pass-through" contracts greater than \$25,000 by the board chair. "Pass-through" contract approvals made by the board chairman are disclosed to the full board on a monthly basis at its public meetings.

**Purpose:** This disclosure lists those purchasing and non-purchasing agreements that have been signed by the board chair.

**Timeline:** September 6, 2007, through October 11, 2007

### **Disclosure**

<b>Agreement Name</b>	<b>Agreement Type</b>	<b>Owner</b>	<b>Sent to Attorney</b>	<b>BOT Signature</b>
Project Masters Co-Sponsorship Agreement	Pass through	Beverly Johnson	No	10/8/07



## J-4 Financial Statements

**Background:** The following documents contain monthly financial statements. New notes within these statements are highlighted in red print for ease of identification and trustee review.

**Purpose:** Disclosure to the board of trustees.

**Timeline:** August 2007

### ◆———— Recommendation ———◆

This item is for information only and requires no board action. Lynn Coleman, vice president of administration and finance, will briefly review this information with the board.

HOWARD COMMUNITY COLLEGE  
CURRENT INCOME & EXPENSE SUMMARY - FUND 10

	YTD Expended & Encumbered** 08/31/2007	YTD Budget 08/31/2007	YTD Budget Variance 08/31/2007	08/31/2007 Percent Variance From Budget	Total Budget FY08
<b>OPERATING BUDGET REVENUE</b>					
<b>TUITION</b>					
Summer II & III	\$598,825	550,000	\$48,825	1 8.88%	1 \$550,000
Fall	7,755,161	6,990,810	764,351	2 10.93%	2 7,274,968
Intersession	0	0	0	na	353,005
Spring	(1,498)	0	(1,498)	3 na	6,415,478
Summer I & Extended	(1,312)	0	(1,312)	3 na	754,583
Fees	1,129,695	1,207,839	(78,144)	4 -6.47%	2,362,527
<b>TOTAL TUITION AND FEES</b>	<b>\$9,480,871</b>	<b>\$8,748,650</b>	<b>\$732,222</b>	<b>8.37%</b>	<b>\$17,710,561</b>
<b>GOVERNMENTAL AND OTHER</b>					
Howard County	\$3,939,170	3,939,170	\$0	5 0.00%	\$23,635,010
State of Maryland	1,587,540	1,607,253	(19,713)	6 -1.23%	9,643,517
Other Income	166,555	116,667	49,889	7 42.76%	700,000
Unrestricted appropriations	19,713	0	19,713	8 na	495,373
Continuing Education Support	0	0	0	9 0.00%	463,475
<b>TOTAL GOV'T AND OTHER</b>	<b>\$5,712,978</b>	<b>\$5,663,090</b>	<b>\$49,889</b>	<b>0.88%</b>	<b>\$34,937,375</b>
<b>TOTAL OPERATING REVENUE</b>	<b>\$15,193,849</b>	<b>\$14,411,739</b>	<b>\$782,111</b>	<b>5.43%</b>	<b>\$52,647,936</b>
<b>OPERATING BUDGET EXPENSES</b>					
Instruction	\$14,657,776	\$14,672,456	14,680	0.10%	\$24,058,507
Public Service	260,678	298,802	38,124	10 12.76%	374,215
Academic Support	2,599,771	2,685,674	85,904	3.20%	3,524,121
Student Services	3,447,702	3,449,263	1,561	0.05%	5,337,353
Institutional Support	6,300,605	6,350,200	49,595	0.78%	10,154,413
Plant	5,395,665	5,409,221	13,556	0.25%	8,073,147
Scholarship/Waivers	183,610	183,665	55	0.03%	1,126,180
<b>TOTAL OPERATING EXPENSES</b>	<b>\$32,845,806</b>	<b>\$33,049,281</b>	<b>\$203,474</b>	<b>0.62%</b>	<b>\$52,647,936</b>

n/c = not comparable

\*\*Please note that encumbrances include unpaid contracted salaries for the entire year and unpaid purchase orders.

10/15/2007

**FUND 10 - OPERATING BUDGET**  
**HIGHLIGHTS AND CURRENT DEVELOPMENTS**

Please note that all the information that follows is new information. For ease of reading this information appears in black ink rather than red. Next month will revert back to new items appearing in red ink.

**August 2007**

**Tuition and Fees**

- 1) Summer II and III tuition revenue is ahead of budget by 8.88 %, or \$48,825. Overall, a 3% FTE enrollment increase was budgeted. FTE enrollment for Summer II was up 30% (or 15.7 FTE's) and Summer III was up 21% (or 22.06 FTE's) from the prior year. Headcounts were also up 18% and 21%, respectively. In-county tuition increased from \$110 per credit hour to \$114 per credit hour, or 3.6%. Out-of-county and out-of-state tuition increased by \$4 each to \$197 and \$242, respectively. For each credit hour of tuition paid, \$3 goes towards paying the debt on the Horowitz Visual and Performing Arts Center.
- 2) As of August, fall revenues are showing ahead of budget by 10.93%, or \$764,351. Final fall revenues will be reflected in the September financial statements, as students drop and add classes during the first few weeks of classes. A 3% FTE enrollment increase was budgeted; however, FTE enrollment growth was 4.4% and headcount increased by 5.1% as of the census date of September 14th. (See note #1 for tuition rate information.)
- 3) These figures represent adjustments for prior year semesters made this year.
- 4) Fee revenues are under budget by 6.47%, or \$78,144. The fee budget is developed to allow for unanticipated enrollment growth and divisional fees are tied to divisional expenses. Spending is monitored and occurs as fees are earned. Currently, budget in the instructional function is being held to cover this deficit; however, excess revenues in tuition currently offset this variance. A breakdown of operating account fees is as follows: Course fees \$730,615 or 65%; consolidated fees \$353,469 or 31%; other student fees \$45,611 or 4%.

**FUND 10 - OPERATING BUDGET**  
**HIGHLIGHTS AND CURRENT DEVELOPMENTS**

**Governmental Revenue and Other Revenue**

- 5) Howard County's contribution to the FY08 operating budget increased by 19.5% over the prior year and has no variance to the budget.
- 6) The State's appropriation to the FY08 operating budget increased by 19.9% over the prior year. In FY08 the college received a cut from the State's appropriation of \$118,276. Funds were reserved from last year to cover this deficit and are shown as unrestricted appropriations. The entire cut was taken from the Fund 10 operating budget and no cuts were taken from Fund 11 – continuing education.
- 7) Other income is ahead of budget by 42.76%, or \$49,889. Investment income represents \$160,253 or 96% of other income. Interest rates are higher than anticipated and interest revenue is currently causing this excess budget balance. Service revenues for administration of contracts and small miscellaneous revenue make up the other 4% of other income.
- 8) The college budgeted to use \$495,373 of the continuing education fund balance, which represents the unrestricted appropriations line. If enrollment revenues continue to exceed budget, these funds will not be used. Subsequent to finalizing the FY08 budget but prior to closing the FY07 books, the college learned that the state would reduce its FY08 appropriation by \$118,276. Hence, these funds were also held at year-end (in addition to the \$495,373) to cover this anticipated shortfall. The \$118,276 is also being shown on this line.
- 9) The \$463,475 for continuing education's contribution to the operating fund will be taken at year-end.

**Expenses**

- It should be noted that encumbrances for annual salaries and open purchase orders are included in the expended to date figures.
- Salaries increased by an average of 6.86% over FY07.
- 10) The public service function is under budget by 12.76% or \$38,124. Unspent funds are allocated for replacement equipment for the cable studio.
- Overall, the operating budget's functions are within budget and spending for the first two months of this year is on target with projected expenditures.

HCC - CONTINUING EDUCATION AND GENERAL FUND 11  
CURRENT INCOME AND EXPENSE SUMMARY

	YTD Expended & Encumbered** 08/31/2007	YTD Budget 08/31/2007	YTD Budget Variance 08/31/2007	08/31/2007 Percent Variance From Budget		Total Budget FY08
<b>FUND 11 REVENUES</b>						
<b>TUITION</b>						
Credit Fall/Summer II & III	\$183,846	154,689	\$29,157	18.85%	1	\$154,689
Credit Intersession	0	0	0	na		48,950
Credit Spring/Summer I & Extended	0	0	0	na		172,900
Non-Credit/Continuing Ed	1,381,286	1,179,496	201,790	17.11%	2	3,087,278
Fees	524,419	444,452	79,967	17.99%	3	1,119,538
<b>TOTAL TUITION AND FEES</b>	<b>\$2,089,551</b>	<b>\$1,778,637</b>	<b>\$310,914</b>	<b>17.48%</b>		<b>\$4,583,355</b>
<b>GOVERNMENTAL AND OTHER</b>						
State of Maryland	\$293,931	\$293,931	(\$0)	0.00%	4	\$1,763,587
Service Revenues & Other Income	\$9,962	\$75,415	(\$65,453)	-86.79%	5	\$452,488
Unrestricted appropriation	\$0	\$0	\$0	0.00%	6	400,000
Transfer to Operating Fund	0	0	0	0.00%	7	(463,475)
<b>TOTAL GOV'T. AND OTHER</b>	<b>\$303,893</b>	<b>369,346</b>	<b>(\$65,453)</b>	<b>-17.72%</b>		<b>\$2,152,600</b>
<b>TOTAL FUND 11 REVENUES</b>	<b>\$2,393,444</b>	<b>\$2,147,983</b>	<b>\$245,461</b>	<b>11.43%</b>		<b>\$6,735,955</b>
<b>EXPENDITURES</b>						
Instruction	\$3,553,078	\$3,931,321	\$378,243	9.62%	8	\$6,042,576
Academic Support	0	0	0	0.00%		0
Plant	0	0	0	0.00%		0
Institutional Support	0	0	0	0.00%		0
Scholarship	214,935	217,973	3,038	1.39%		521,337
<b>TOTAL OPERATING EXPENSES</b>	<b>\$3,768,013</b>	<b>\$4,149,294</b>	<b>\$381,281</b>	<b>9.19%</b>		<b>\$6,563,913</b>

n/c = not comparable

\*\*Please note that encumbrances include unpaid contracted salaries for the entire year and unpaid purchase orders.

**FUND 11 (Continuing Education and General)**  
**HIGHLIGHTS AND CURRENT DEVELOPMENTS**

**August 2007**

**Tuition and Fees**

- 1) Credit fall/summer II and III tuition revenues are ahead of budget by 18.85% or \$29,157. Credit enrollment in this division is primarily telecourses and tele-web classes. Tele-web classes use an online feature along with the pre-recorded lectures used by telecourses. Credit enrollment increases were budgeted to be 3% but were higher than anticipated. Credit enrollment statistics are discussed on the financial statements for fund 10 and apply to both divisions.
- 2) Non-credit tuition revenues are ahead of budget by 17.11% or \$201,790. Enrollment in adult basic education and the English Language Institute courses continue to grow beyond budgeted expectations. On average, growth for summer and fall has been 20%.
- 3) Fees are ahead of budget by 17.99% or \$79,967. This amount is due to fees earned in excess of budget for classes where enrollment is higher than anticipated as mentioned in #2 above.

**Governmental Revenue**

- 4) The state contribution for FY08 for continuing education increased 18.58% over the prior year, and has no variance to budget. Funding for FY08 is based on an FTE formula related to enrollments from FY06. The college made the decision to take all the state cuts from the Fund 10 operating budget

**Service and Other Income**

- 5) Service revenues relate to administrative overhead charged to contracts and consulting revenues earned. Currently, this category is 86.79% under budget or \$65,453. Budgeted revenues in this area were based on FY06 contracts and contracts at this time are requiring fewer administrative charges. Work continues to target new markets to identify business in this area.
- 6) This unrestricted appropriation allows the division to use carryover funds to support upgrades in labs and repairs to the Hickory Ridge building as needed.
- 7) Continuing education's annual contribution to the operating fund will occur at year-end. For FY08 it will be \$463,475.

## **Expenses**

It should be noted that encumbrances for annual salaries and open purchase orders are included in the expended to-date figures. Salaries increased by an average of 6.86% for FY08.

- 8) Instructional expenses are under budget by 9.62% or \$378,243. This budget includes the \$400,000 in contingency funds (see note 6). Some of this reserve has been used to offset needs due to unanticipated growth in the adult basic education program.

**Howard Community College  
8/2007  
Cost Center Variances**

Cost Center	FY08 Actual to date (Note 1)	Total Original Budget (Note 2)	Total Projected Expenditures	Dollar Variance From Original	Projected Percentage Variance from Original FY08	
		A	B	B-A		
<b>Instruction</b>						
11200	Schoenbrodt honors	593	23,701	23,701	-	0%
11300	Mathematics	1,420,249	1,920,062	1,920,062	-	0%
11310	Health	143,521	242,621	242,371	(250)	0%
11400	Social sciences	1,437,076	1,783,637	1,782,137	(1,500)	0%
11410	Eng/world languages	2,162,188	2,744,992	2,744,992	-	0%
11450	Arts & humanities	1,669,135	2,270,155	2,270,155	-	0%
11480	Rouse scholars	68,905	94,283	94,283	-	0%
11600	Distance learning	223,840	385,152	388,940	3,788	1%
12100	Nursing	1,229,820	1,774,229	1,772,729	(1,500)	0%
12118	Rad Tech Program	-	74,760	74,760	-	0%
12120	Emergency medical technology	80,224	179,550	179,550	-	0%
12150	Cardiovascular program	130,651	171,574	171,324	(250)	0%
12200	Business & computers	1,255,131	1,806,751	1,806,751	-	0%
12250	Science & technology programs	1,685,827	2,307,201	2,307,201	-	0%
12280	Cooperative education	900	12,848	12,848	-	0%
13500	Service Learning	60,286	79,732	79,732	-	0%
13550	Instr. Internatio	117445.06	129,529	129,529	-	0%
44010	User computer services	400,278	437,968	437,968	-	0%
44020	Student computer services	702,794	1,024,953	1,024,953	-	0%
44030	Student labs	180,057	299,742	299,742	-	0%
46100	1st floor support	140,587	160,407	163,907	3,500	1%
46200	2nd floor support	82,700	103,470	103,470	-	0%
46300	Hickory ridge	63,923	85,003	85,003	-	0%
46400	Evening services	-	1,325	1,325	-	0%
46700	ELB divisions support	108,707	130,078	130,078	-	0%
46800	Arts & humanities support	54,657	66,638	66,638	-	0%
47500	Faculty learning community	1,559	16,500	16,500	-	0%
48000	Outcomes assessment	127,074	187,781	187,781	-	0%
48500	Instructional direction	16,013	260,742	258,954	(1,788)	-1%
48501	Learning communities	212,362	243,169	243,169	-	0%
48502	Program development	33,655	82,879	80,879	(2,000)	-2%
51100	Webmaster	-	3,894	3,894	-	0%
52102	Pool guards	8,239	68,929	68,929	-	0%
53200	Learning assistance center	467,444	632,970	632,970	-	0%
99970	Benefits/chargebacks	371,739	3,877,397	3,877,397	-	0%
99970	Reserve for fee shortfall	-	78,144	78,144	-	0%
99980	Division support	-	163,276	163,276	-	0%
99990	Furniture/equipment	-	132,464	132,464	-	0%
	<b>Total instruction</b>	<b>14,657,776</b>	<b>24,058,507</b>	<b>24,058,507</b>	<b>-</b>	<b>0%</b>

Cost Center	FY08 Actual to date (Note 1)	Total Original Budget (Note 2) A	Total Projected Expenditures B	Dollar Variance From Original B-A	Projected Percentage Variance from Original FY08	
<b>Public Service</b>						
33250	Cable studio	251,821	286,188	286,188	-	0%
99970	Benefits/chargebacks	8,857	84,098	84,098	-	0%
99990	Furniture/equipment	-	3,928	3,928	-	0%
	Total public service	260,678	374,215	374,215	-	0%
<b>Academic Support</b>						
33400	Cultural theater	74,701	110,428	110,428	-	0%
33500	Student alumni productions	90,503	108,158	108,158	-	0%
41001	Library services	677,636	760,592	760,592	-	0%
41002	Teaching & learning center	218,179	239,304	239,304	-	0%
43100	Education technology	230,077	294,614	294,614	-	0%
43200	Video services	32,784	75,352	75,352	-	0%
46000	VP of academic affairs	300,878	314,964	314,964	-	0%
47000	Faculty development	15,380	111,747	111,747	-	0%
48100	Interactive classroom	16,000	23,980	23,980	-	0%
65001	Academic promotions	-	143,016	143,016	-	0%
99970	Benefits/chargebacks	943,633	1,301,066	1,301,066	-	0%
99980	VP's Allocation	-	5,924	5,924	-	0%
99990	Furniture/equipment	-	34,977	34,977	-	0%
	Total academic support	2,599,771	3,524,121	3,524,121	-	0%

Cost Center	FY08 Actual to date (Note 1)	Total Original Budget (Note 2) A	Total Projected Expenditures B	Dollar Variance From Original B-A	Projected Percentage Variance from Original FY08	
<b>Student Services</b>						
46500	Advising, academic	405,424	457,426	457,426	-	0%
46600	Welcome center & telephone adv.	112,370	170,555	170,555	-	0%
51000	VP of student services	183,911	255,598	255,598	-	0%
51200	Student ambassador program	1,565	9,232	9,232	-	0%
52000	Student activities	-	2,603	2,603	-	0%
52100	PE facility	266,146	313,117	313,117	-	0%
53000	Career services	378,419	462,791	462,791	-	0%
53100	Test center	204,958	257,513	257,513	-	0%
53500	Retention	60,983	89,380	89,380	-	0%
53555	Career links	6,219	26,396	26,396	-	0%
54000	Financial aid services	454,098	642,079	642,079	-	0%
55000	Admissions	633,079	738,507	738,507	-	0%
55001	Workgroup	267,959	363,815	363,815	-	0%
56000	Records	356,548	419,933	419,933	-	0%
65002	Student services promotions	-	35,392	35,392	-	0%
99970	Benefits/chargebacks	116,021	982,451	982,451	-	0%
99980	Part time coverage	-	15,114	15,114	-	0%
99990	Furniture/equipment	-	95,451	95,451	-	0%
	<b>Total student services</b>	<b>3,447,702</b>	<b>5,337,353</b>	<b>5,337,353</b>	<b>-</b>	<b>0%</b>

Cost Center	FY08 Actual to date (Note 1)	Total Original Budget (Note 2)	Total Projected Expenditures	Dollar Variance From Original	Projected Percentage Variance from Original FY08	
		A	B	B-A		
<b>Institutional Support</b>						
61000	President	516,467	600,206	600,206	-	0%
61100	Board of trustees	50,223	133,979	133,979	-	0%
61200	Research, planning and org. dev.	361,840	427,457	427,457	-	0%
61900	Senior administration	2,398	13,617	13,617	-	0%
62000	VP of administration & finance	312,160	320,462	320,462	-	0%
62100	Finance office	1,033,476	1,140,339	1,140,339	-	0%
63101	Human resources	540,751	585,414	585,414	-	0%
63102	Recruitment	36,810	56,546	56,546	-	0%
63103	Unemployment	29,744	47,253	47,253	-	0%
63150	Diversity programs		12,000	12,000	-	0%
63200	Reprographics	140,446	180,540	180,540	-	0%
63400	Security	968,794	1,107,061	1,107,061	-	0%
63500	Telecommunications	53,708	262,541	262,541	-	0%
63554	Mediation & conflict resolution center		20,000	20,000	-	0%
63600	Risk management	73,240	296,149	296,149	-	0%
63700	General administration	110,805	774,197	774,197	-	0%
63800	Commencement/award programs	28,679	35,489	35,489	-	0%
64000	Administrative information systems	942,450	1,200,087	1,200,087	-	0%
64001	Enterprise network	355,007	526,440	526,440	-	0%
64002	Web Enterprise	249,982	283,662	283,662	-	0%
64100	Information technology adm.	207,534	297,947	297,947	-	0%
65000	Public relations & marketing	372,053	567,095	567,095	-	0%
65100	Development & alumni relations	536,252	638,468	638,468	-	0%
65900	Fundraising	-	30,000	30,000	-	0%
99970	Benefits/chargebacks	(622,215)	591,642	591,642	-	0%
99990	Furniture/equipment	-	5,824	5,824	-	0%
	<b>Total institutional support</b>	<b>6,300,605</b>	<b>10,154,413</b>	<b>10,154,413</b>	<b>-</b>	<b>0%</b>

Cost Center	FY08 Actual to date (Note 1)	Total Original Budget (Note 2) A	Total Projected Expenditures B	Dollar Variance From Original B-A	Projected Percentage Variance from Original FY08	
<b>Plant</b>						
71000	Plant administration	3,201	153,263	153,263	-	0%
71100	General services	2,978,929	3,434,497	3,434,497	-	0%
71150	Recycling	-	25,000	25,000	-	0%
71500	Safety	68,302	72,500	72,500	-	0%
72000	Engineering	893,329	1,090,258	1,090,258	-	0%
72500	Preventive maintenance	117,308	199,667	199,667	-	0%
73000	Housekeeping	912,987	1,417,500	1,417,500	-	0%
75000	Grounds	268,583	331,449	336,149	4,700	1%
76000	Renovations	43,411	163,929	159,229	(4,700)	-3%
99970	Benefits/chargebacks	109,615	1,175,911	1,175,911	-	0%
99990	Furniture/equipment	-	9,173	9,173	-	0%
	Total plant	5,395,665	8,073,147	8,073,147	-	0%
<b>Scholarships</b>						
81000	Scholarships	2,586	659,280	659,280	-	0%
82000	Waivers	181,024	466,900	466,900	-	0%
	Total scholarships	183,610	1,126,180	1,126,180	-	0%
	Grand totals	32,845,806	52,647,936	52,647,936	-	0%

**Note 1:**

When the budget was originally developed, all salaries were budgeted to increase at the rate of 6.86%. As final salaries increases may have fluctuated based on performance levels and the relation of the individual's FY07 salary to the mid-point of the salary scale, the original budget figures were adjusted to reflect the actual starting salaries for the cost center.

**Note 2:**

Includes encumbrances for budgeted wages and outstanding purchase orders.

**Howard Community College**  
**8/2007**  
**Cost Center Spending Percentages**

Cost Center		FY08 Spent to date	Total Projected Expenditures	Percentage of Budget Spent to Date	
<b>Instruction</b>					
11200	Schoenbrodt honors	293	23,701	1%	1
11300	Mathematics	115,448	1,920,062	6%	
11310	Health	5,035	242,371	2%	2
11400	Social sciences	105,349	1,782,137	6%	
11410	Eng/world languages	174,165	2,744,992	6%	
11450	Arts & humanities	158,412	2,270,155	7%	
11480	Rouse scholars	15,086	94,283	16%	
11600	Distance learning	71,983	388,940	19%	
12100	Nursing	112,222	1,772,729	6%	
12118	Rad Tech Program	-	74,760	0%	3
12120	Emergency medical technology	15,095	179,550	8%	
12150	Cardiovascular program	21,950	171,324	13%	
12200	Business & computers	136,415	1,806,751	8%	
12250	Science & technology programs	172,376	2,307,201	7%	
12280	Cooperative education	900	12,848	7%	
13500	Service Learning	10,342	79,732	13%	
13550	Instructional international program	23,126	129,529	8%	
44010	User computer services	80,716	437,968	5%	
44020	Student computer services	142,543	1,024,953	14%	
44030	Student labs	42,631	299,742	14%	
46100	1st floor support	25,611	163,907	16%	
46200	2nd floor support	19,778	103,470	19%	
46300	Hickory ridge	11,303	85,003	13%	
46400	Evening services	-	1,325	0%	4
46700	ELB divisions support	18,891	130,078	15%	
46800	Arts & humanities support	12,621	66,638	19%	
47500	Faculty learning community	59	16,500	0%	1
48000	Outcomes assessment	27,126	187,781	14%	
48500	Instructional direction	16,013	258,954	6%	
48501	Learning communities	35,159	243,169	14%	
48502	Program development	18,887	84,773	22%	5
52102	Pool guards	8,239	68,929	12%	
53200	Learning assistance center	77,837	632,970	12%	
99970	Benefits/chargebacks	327,687	3,877,397	8%	
99970	Reserve for fee shortfall	-	78,144	0%	6
99980	Division support	-	163,276	0%	5
99990	Furniture/equipment	-	132,464	0%	7
	<b>Total instruction</b>	<b>2,003,499</b>	<b>24,058,507</b>	<b>8%</b>	

Cost Center		FY08 Spent to date	Total Projected Expenditures	Percentage of Budget Spent to Date	
<b>Public Service</b>					
33250	Cable studio	42,802	286,188	15%	
99970	Benefits/chargebacks	8,857	84,098	11%	
99990	Furniture/equipment	-	3,928	0%	7
	Total public service	51,660	374,215	14%	
<b>Academic Support</b>					
33400	Cultural theater	20,206	110,428	18%	
33500	Student alumni productions	16,138	108,158	15%	
41001	Library services	261,504	760,592	34%	8
41002	Teaching & learning center	29,243	239,304	12%	
43100	Education technology	40,266	294,614	14%	
43200	Video services	8,636	75,352	11%	
46000	VP of academic affairs	54,806	314,964	17%	
47000	Faculty development	14,405	111,747	13%	
48100	Interactive classroom	16,000	23,980	67%	9
65001	Academic promotions	-	143,016	0%	10
99970	Benefits/chargebacks	190,245	1,301,066	15%	
99980	VP's Allocation	-	5,924	0%	5
99990	Furniture/equipment	-	34,977	0%	7
	Total academic support	651,448	3,524,121	18%	

Cost Center		FY08 Spent to date	Total Projected Expenditures	Percentage of Budget Spent to Date	
<b>Student Services</b>					
46500	Advising, academic	77,434	457,426	17%	
46600	Welcome center & telephone adv.	23,815	170,555	14%	
51000	VP of student services	23,850	255,598	9%	
51200	Student ambassador program	1,565	9,232	17%	
52000	Student activities	-	2,603	0%	4
52100	PE facility	45,263	313,117	14%	
53000	Career services	69,360	462,791	15%	
53100	Test center	53,110	257,513	21%	11
53500	Retention	10,565	89,380	12%	
53555	Career links	5,219	26,396	20%	
54000	Financial aid services	87,589	642,079	14%	
55000	Admissions	107,336	738,507	15%	
55001	Workgroup	62,822	363,815	17%	
56000	Records	73,425	419,933	17%	
65002	Student services promotions	-	35,392	0%	10
99970	Benefits/chargebacks	104,326	982,451	11%	
99980	Part time coverage	-	15,114	0%	5
99990	Furniture/equipment	-	95,451	0%	7
	<b>Total student services</b>	<b>745,679</b>	<b>5,337,353</b>	<b>14%</b>	

Cost Center		FY08 Spent to date	Total Projected Expenditures	Percentage of Budget Spent to Date	
<b>Institutional Support</b>					
61000	President	141,725	600,206	24%	12
61100	Board of trustees	26,041	133,979	19%	
61200	Research, planning and org. dev.	69,052	427,457	16%	
61900	Senior administration	803	13,617	6%	
62000	VP of administration & finance	57,873	320,462	18%	
62100	Finance office	186,140	1,140,339	16%	
63101	Human resources	92,581	585,414	16%	
63102	Recruitment	6,573	56,546	12%	
63103	Unemployment	(3,906)	47,253	-8%	13
63150	Diversity programs	-	12,000	0%	10
63200	Reprographics	12,292	180,540	7%	
63400	Security	128,851	1,107,061	12%	
63500	Telecommunications	9,941	262,541	4%	14
63554	Mediation & conflict resolution cer	-	20,000	0%	15
63600	Risk management	23,196	296,149	8%	
63700	General administration	110,805	774,197	14%	
63800	Commencement/award programs	577	35,489	2%	10
64000	Administrative information system	352,131	1,200,087	29%	16
64001	Enterprise network	119,009	526,440	23%	17
64100	Information technology adm.	41,664	283,662	15%	
65000	Public relations & marketing	37,360	297,947	13%	
65050	Governmental affairs & developm	66,114	567,095	12%	
65100	Development & alumni relations	105,285	638,468	16%	
65900	Fundraising	-	30,000	0%	10
99970	Benefits/chargebacks	33,402	591,642	6%	
99990	Furniture/equipment	-	5,824	0%	7
	<b>Total institutional support</b>	<b>1,617,506</b>	<b>10,154,413</b>	<b>16%</b>	

Cost Center		FY08 Spent to date	Total Projected Expenditures	Percentage of Budget Spent to Date	
<b>Plant</b>					
71000	Plant administration	3,201	153,263	2%	10
71100	General services	217,761	3,434,497	6%	
71150	Recycling	-	25,000	0%	18
71500	Safety	11,752	72,500	16%	
72000	Engineering	161,737	1,090,258	15%	
72500	Preventive maintenance	24,835	199,667	12%	
73000	Housekeeping	164,886	1,417,500	12%	
75000	Grounds	58,078	336,149	17%	
76000	Renovations	8,051	159,229	5%	
99970	Benefits/chargebacks	102,383	1,175,911	9%	
99990	Furniture/equipment	-	9,173	0%	7
	Total plant	752,684	8,073,147	9%	
<b>Scholarships</b>					
81000	Scholarships	2,586	659,280	0%	19
82000	Waivers	181,024	466,900	39%	20
	Total scholarships	183,610	1,126,180	16%	
	Grand totals	6,006,086	52,647,936	11%	

Notes: Only variances greater than 20% or less than 5% are noted at this time. Annual expenses paid early caused higher than expected variances in some cost centers. Also, in some cost centers expenses are low until the start of the fall term.

- 1 Expenses for these programs occur primarily in the major semesters.
- 2 Summer enrollment is low in this division. Expenses will increase with the fall term.
- 3 Rad Tech is a new program and no expenses have been incurred to-date. The first courses will start in summer.
- 4 These cost centers have relatively small budgets. Spending occurs for supplies and services as needed.
- 5 These programs, which support instruction and student services, will expend funds as needed during the year.
- 6 This budget is reserved for any fee shortfalls.
- 7 Furniture and equipment budgets are typically spent later in the year.
- 8 The library pays annual service fees for contracts and online access early in the year for the entire year.
- 9 An annual fee for the UMAT membership (video conferencing) was paid early in the year.
- 10 These programs will expend funds later in the year.
- 11 The purchase of an annual amount of supplies is causing this variance.
- 12 The payment of annual college dues and subscriptions is causing this variance.
- 13 An accrual from the prior year is causing this variance, expenditures are incurred quarterly.
- 14 Timing of payments is causing this temporary variance.
- 15 The mediation center has its operating budget in the special funds. This amount supplements that budget.
- 16 The payment of computer equipment is causing this temporary variance.
- 17 The payment of software and computer equipment is causing this temporary variance.
- 18 Recycling costs have been eliminated through efforts with the Howard County government.
- 19 Scholarships will be disbursed later in the term.
- 20 Waivers are granted at the time of registration for the summer and fall terms.



## H-5 Personnel Summary

**Background:** The following document contains personnel summaries.

**Purpose:** Disclosure to the board

**Timeline:** September 2007

◆————— Recommendation —————◆

This item is for information only and requires no board action.

Howard Community College  
**SUMMARY OF PERSONNEL ACTIVITY**

**September 1, 2007 – September 30, 2007**

**SPECIAL ASSIGNMENTS**

Title	Department	Position Control Status	Grade	Range for Grade	Compensation <sup>1</sup>	Name	Effect. Date	End Date
Interim Director, Mediation & Conflict Resolution Center (25 Hours)	Mediation/Conflict Resolution Center	Existing Position Replacement	13	\$54,974-\$87,958	\$36,651	Rockefeller, Kathryn	9/03/07	6/30/08

**PHASED RETIREMENT**

Title	Department	Position Control Status	Grade	Range for Grade	Compensation <sup>1</sup>	Name	Effective Date
Professor, Accounting	Business and Computer Systems	N/A	N/A	N/A	N/A	Gardner, Mary	8/05
Professor, Computer Systems	Business and Computer Systems	N/A	N/A	N/A	N/A	Stewart, Sharon	8/06

**SEPARATIONS**

Title	Department	Position Control Status	Grade	Range for Grade	Compensation <sup>1</sup>	Name	Effective Date
Floor Care Supervisor	Plant Operations	N/A	N/A	N/A	N/A	Bryant, David	8/31/07*
Sous Chef	Belmont Conference Center	N/A	N/A	N/A	N/A	Ledesma, Michael	9/08/07

\*Separation Subsequent to Submission of August Activity Report

**Section II – Leaves**

**SABBATICAL LEAVE**

Name	Position	Beginning Date of Leave	Ending Date of Leave
Cooper, Barbara	Professor, English	8/06/07	12/31/07
Jeffrey, Jeanette	Associate Professor, Health/Life Fitness	8/06/07	6/06/08
Lowe, William	Assistant Professor, English	8/06/07	6/06/08
Stanford, Jennifer	Associate Professor, Nursing	8/06/07	12/31/07
Sweeney, Susan	Associate Professor, Human Development	8/06/07	12/31/07

**LEAVE WITHOUT PAY**

Name	Position	Beginning Date of Leave	Ending Date of Leave
Isner, Deborah	Office Associate IV	9/11/07	9/14/07