



# PRESIDENT'S REPORT

May 17, 2012

## GATEWAY AS A LEADER

Gateway and Wisconsin Manufacturers and Commerce (WMC) are co-hosting an event on May 30, entitled **Solving the Workforce Paradox**. WMC Foundation President Jim Morgan will discuss the outcomes from listening sessions with more than 300 manufacturing representatives across the state. He will also share WMC's plans to solve the workforce shortage, including collecting best practices, launching a public awareness campaign, and assisting with community and regional initiatives. In addition, attendees will learn about Gateway's plans for program expansion and the development of a new regional training center to address the skills gap in manufacturing. The event will be held at Gateway's iMET Center (formerly the CATI Center) located at 2320 Renaissance Blvd in Sturtevant from 7:30 am to 9:00 am. Please RSVP for this free event to Debbie Davidson 262-564-3422 or email [davidsond@gtc.edu](mailto:davidsond@gtc.edu).

The National Association of Manufacturer's *Dream It! Do It!* web portal goes live for southeast Wisconsin in July. *Dream It! Do It!* is for **high school students and their parents**, as they explore career options and the educational path that leads to a great career; **educators** to identify companies that are willing to provide guest speakers for their class, or an industry tour for a field trip; and **employers** to post pictures, video and employee testimonials to promote their company, along with current and future career opportunities. For more information on getting involved, please contact Debbie Davidson at [davidsond@gtc.edu](mailto:davidsond@gtc.edu) or 262-564-3422.

The Wisconsin Vehicle Inspection Program is changing as of July 1. In anticipation of the change, Gateway, along with Lake Shore Technical College and West Allis High School, will be training sites for approximately 600 inspectors to be completed by July 1.

As part of Gateway's Higher Education for Development grant, a team, including Therese Fellner and Robin Hoke, will travel to Oujda, Morocco in June 2012 for the "Collegiate Entrepreneurship and Collaborative Strategies" project in partnership with l'Ecole Supérieure de Technologie Université Mohammed Premier.

## ENROLLMENT

Enrollment continues to hold a slight decrease at -1.2%. Summer enrollment is currently up 4.8% compared to this time last year. Summer term will be counted toward our FY 2013 budget figures. The remainder of this year will target contracts for service training. We anticipate our year will end very close to last year's enrollment figures. Fall registration has begun.

## FINANCE AND FACILITIES

The iMET Center expansion project is moving through the approval process as expected. The Village of Sturtevant Planning Commission reviews the project on May 10 and again on May 15. The System Board will review the project on May 15. Approvals are anticipated at all levels and the project is expected to begin in July.

Finance staff has been working with the team responsible for implementing the pay-for-print project. Processes are being developed for cash collection, general ledger account distribution, and reporting. In addition, our staff is supporting new federal and state grant applications to assist local manufacturers and workforce training initiatives.

The FY 2013 budget document is being finalized, and will be submitted to the system office, Moody's Investors Services, and others that have an interest in our finances. In addition, our billing staff is reviewing its processes to improve timeliness and accuracy of our accounts receivable records.

Judy Braun, our lead purchasing technician, is working with college staff in implementing the SciQuest purchasing software system. The system provides an online catalog and shopping cart experience for goods and

supplies purchased on a regular basis. The system will provide better pricing based on quantities achieved by combining purchases for all of the sixteen colleges. In addition, the college will achieve consistency in products purchased among all of the departments and ensures compliance with purchasing rules and regulations.

Gateway received notice that our total property liability and workers compensation insurance premiums will not increase for next year. These insurance policies are obtained through District's Mutual Insurance Co. (DMI), a mutual insurance company owned by the 16 technical colleges. DMI has been in existence for about ten years and has saved the WTCS well over \$10 million in insurance costs since the company has been in existence. In addition to keeping insurance costs low, the DMI Board recently approved donations to each of the 16 technical college foundations to support our fundraising efforts. Gateway is represented on the DMI board by Mark Zlevor and currently serves as treasurer of the company.

### LEARNING INNOVATION DIVISION (LID)

LID staff is collaborating with Student Services staff to prioritize and plan for the Phase 1 Ellucian (Datatel) enhancements project. A core group of stakeholders was called together to help identify priorities and scope out the initial approach for implementing this major project.

The IT department has rolled out a Technology Support Center model to provide one point of contact for collecting all technology-related support questions and issues at the college. Initial feedback is very positive and call volume is increasing.

The college's Blackboard system will be offline May 11-13 for a major version upgrade. Distance Learning staff will be on-site Saturday, May 12, to configure the system before it will be available for use. This upgrade will provide additional new features that we are very excited about for our students and faculty.

IT staff continue to work with our expansion and remodeling teams to incorporate and advocate for information technology infrastructure in these expanded and enhanced learning spaces. The most recent example of this collaboration is with the iMET Center expansion at the CATI site in Sturtevant.

Distance Learning staff is also continuing to work on multimedia room installations around the district, as well as resolving multimedia upgrade and technical issues on each campus.

IT staff continue to implement enhancements to the network and server environments. They are working on implementing storage enhancements, network improvements to deploy redundancies to protect the network, and setting the stage for disaster recovery and business continuity improvements.

Jeff Robshaw is serving on the Technology Steering Committee for Kenosha County. This allows us to collaborate and share expertise with technology personnel at the county.

### WORKFORCE AND ECONOMIC DEVELOPMENT DIVISION (WEDD)

Through the National Coalition of Certification Centers (NC3) – Gateway reports the following for FY 2012: 554 NC3 certification exams **taken** and 436 certifications **awarded**.

The Horizon Center has been a destination for many schools. Fox Valley Technical College sent six instructors to visit on April 20, to gather ideas on how to improve their automotive program which they are expanding. Westosha Central had a dozen of their students tour the facility on April 30. West Allis Central High School is bringing 14 students to see the facility and participate in a NC3/Snap-on multimeter certification course on May 7. Wilmot High School will bring a contingent of 30+ students for a visit on May 8. Gateway hosted a team visit from Great Oaks Career Campuses in Ohio. The team toured the Horizon Center, LakeView Advanced Technology Center, the Kenosha Energy Labs and the Center for Sustainable Living, in an effort to learn about Gateway's business partnerships. The team from Great Oaks hopes to replicate some of the same partnerships they learned about at Gateway.

CNC Bootcamp XIV begins May 21 at the Racine Campus. CNC Bootcamp XV will begin in September.

The iMET Center design and planning team continues to meet weekly to work on the floor plan and design of the addition and inclusion of flexible manufacturing space. Pending approvals, the groundbreaking will take place in July, with targeted occupancy scheduled for January 2013. Local employers are learning about opportunities for their involvement in the center, both from support and user aspects. For more information on getting involved, please contact Debbie Davidson at [davidsond@gtc.edu](mailto:davidsond@gtc.edu) or 262-564-3422.

The National Coalition of Advanced Technology Centers' (NCATC) Fall Conference Planning Committee is scheduled for October 3-5, 2012 in Racine. Gateway is proud to host this national conference and encourages our business partners to assist with sponsorships, tours and guest speaker opportunities. For more information on getting involved, please contact Debbie Davidson at [davidsond@gtc.edu](mailto:davidsond@gtc.edu) or 262-564-3422.

D. Davidson presented at the American Association of Community Colleges Annual Convention on April 23. The presentation focused on Gateway's business partnerships, the Horizon Center and our NC3 affiliation. While at the AACC Convention, she also participated in the Workforce Commission meeting.

Beth Tilley served on the first annual Elkhorn Campus Earth Day planning committee, leading the park cleanup subcommittee. The day was a success and was well received by the public as well as the vendors that participated.

B. Tilley also serves on the Instructional Assignments Process Team that is addressing the processes affected by the change from workload to instructional assignments under the new employee handbook.

The 13th session of Truck Driver CDL-A training is scheduled to start May 21. Including this group, 61 participants have completed/will complete the program.

A nursing symposium on industry-specific entrepreneurship was delivered to more than 300 nursing students on April 27, as part of the US EDA grant, to expose Gateway students outside of business to entrepreneurship. T. Fellner and Greg Herker, both of WEDD, worked with Dean Mike O'Donnell, Associate Dean Diane Skewes and other nursing staff to make this symposium possible.

Business development workshop series by SCORE are now being offered at the iMET Center and include such topics as business readiness, building credit and obtaining a loan, social media, creating marketing plans, and understanding basic financial statements. Gateway students may attend for free. Registration is required.

WEDD is submitting eight Workforce Advancement Training grants to the Wisconsin Technical College System in the total amount of \$185,642 for the May 18 submission deadline.

### ACADEMIC AND CAMPUS AFFAIRS

*Business and Information Technology:* Students in the Project Manager course on the Kenosha campus, along with their IT-CSS instructor, Linda Spaulding, were involved with several projects. At the Earth Day event on the Kenosha campus, students recycled electronics and cleaned personal data off e-media. They also participated as members of the Kenosha Campus Planning Team, as well as planned the layout of a small computer classroom for the clients at the Sharing Center and created "How to Documents", showing how to turn on the computer, to how to create an email account. At the Urban Outreach Center, they created reports from an existing database that could be sent to the State for quarterly and year-end reports that eliminated the need to compile those reports by hand. They also created end user "How to Documents", to assist students who visit the Student Technology Support Center (STSC), which included a variety of activities from protecting their laptops/data, to accessing the wireless network while on campus. In addition, they created a student web site, whereby students may access the above "How to Documents" online.

The reception for the 2012 Student Design Show was held on April 24 on the Racine campus. Many attended the event and enjoyed the food that was prepared by the Culinary Arts students. Floral arrangements were provided by students in the Floral Design program. Judging was done by industry representatives. The trophies that were presented were built by CNC students.



Jim Buck, IT-Programmer Analyst instructor, was instrumental in having new IBM certification classes available to Gateway students in Fall 2012. He notes that there are very few colleges in the nation that have the hardware, and ability and expertise to offer this training.

Eight Gateway marketing and business management students won awards at the 51<sup>st</sup> Annual Collegiate DECA International Career Development Conference held in Salt Lake City, on April 21-24. Fourteen hundred two-year and four-year college/university students competed, with over 50% from four-year colleges or universities. Gateway winners were:

Sarah Akey and Nicole Rugen	2nd Place	Advertising Campaign
John Kaprelian	2nd Place	Website Design
Andrew Barnhill	3rd Place	Website Design
Alex Calder	Top Ten	Sales Managers Meeting
Mike Poletti	Top Ten	Professional Selling
Jeanne Gomez	Finalist	Human Resource Management
Nicole Pagan	Medalist	Fashion Marketing Management

Collegiate DECA serves its diverse international membership as a professional organization, providing leadership and career-oriented opportunities to develop and enhance the leaders of tomorrow. Collegiate DECA's competitive events program used interviews, tests, role-play, online simulations, and written project reports to evaluate students' marketing, management design and accounting skills. These skills are identified by the business community as essential for success. The events were judged by business professionals.

Administrative Professional students attended HSMIA's MEET (Meetings, Events, Education & Technology) Mid-America 2012 Conference on April 3, at the Navy Pier in Chicago. They were accompanied by club advisors Alysia Martinez, Racine instructor, and Sandra Weber, Kenosha instructor. Administrative Professional students, in the Professional Development class, had the unique opportunity to experience a one-on-one mock interview with Michael Martin, Client Program Manager of Adecco. He provided students with a real-world interview experience.

*Developmental Education (ABE, GED, ELL, AHS, Pre-Tech):* The Elkhorn Learning Success Center is nearing completion. The carpet and furniture installation is scheduled to be finished by May 9. Dr. Mearns has given tours to the Gateway administrative staff and the group planning the Racine Learning Success Center. Training for front desk staff is underway and move-in day is set for May 9. Opening day will be May 16, 2012.

Dr. Mearns worked on the Federal Title III grant application. The focus of the application was on improving retention and graduation rates over a five-year period. Title III funds would be used to pay for expanding Supplemental Instruction to ten courses and three campuses, over a two-year period. The grant could also fund the upgrade and increase of software for the Learning Success Centers. In order to make tutoring more accessible and available in more subjects, the grant could be used to pilot e-tutoring for Gateway students.

Two students have been trained to become Supplemental Instruction Leaders this summer. They will facilitate three 50-minute study sessions per week for Introduction to Psychology. Dr. Soheila Brouk will be the instructor for this course on the Racine campus. Courses will be expanded in the fall to include Introduction to Psychology and General Chemistry on all three campuses.

In response to changes in the federal aid regulations, a 40-hour GED Boot Camp will be offered in late July and early August. New students will not be eligible for financial aid without a GED/HSED or high school diploma. This model was borrowed from Moraine Park Technical College. Students will go through orientation, review test content and test in the five subject areas, within a 40 hour period.

*Health Careers:* Nurse pinning ceremonies were held on May 2 for the Burlington graduates, and May 8 for the Kenosha graduates. Surgical Technology graduates were pinned on May 9.

Plans are being made for an August start for the special ELL/CNA course using grant monies from SC Johnson. We will be using a model developed in a previous state-funded course, which was highly successful on the Elkhorn campus.

All nurses at Gateway have been invited to participate in *A Portrait of Thanks Mosaic Project*, part of the **Campaign for Nursing's Future**, sponsored by Johnson & Johnson. For each picture uploaded to the website, a donation will be made to the National Student Nurses Association. Dean Associate Kelly Bartlett took photographs at a recent Faculty Council meeting.

Plans are being made to celebrate National Nurses Week, May 6-12. This year, the theme is *Nurses: Advocating, Leading, Caring*.

The nursing entrepreneurship symposium was held on April 27. Over 300 students attended and heard from business owners whose nursing credentials gave them an alternative avenue to make a living. The symposium was sponsored, in part, by a grant administered by T. Fellner from WEDD.

State GPR grants for FY 2012-13 will include money for a second cohort of Dental Assistant students. The extra graduates will fulfill a need, expressed by the Kenosha Community Health Center, for employees to staff their second-floor clinical expansion.

Associate Dean Skewes has been elected to the position of President-Elect of the Wisconsin League for Nursing.

Dean O'Donnell and Associate Dean Skewes attended an April 23 lunch meeting with the President and COO of the Aurora hospitals in Burlington and Elkhorn. Vicki Lewis is a nurse by background and will be a strategic partner with our various health programs. V. Lewis was invited to tour our Burlington Human Patient Simulator lab later this month.

Gateway sponsored the AST certification examination for graduates of our Surgical Technology program. The test was given in Kenosha on May 7.

Dean O'Donnell attended the state-called meeting in Madison on April 19. He also attended the GACTE event on April 25 and the state Area Health Education Center (AHEC) board meeting on April 27.

*Manufacturing/Engineering/Transportation: Engineering:* Students from Architectural/Structural, Construction Sciences, and Engineering programs recently presented their senior projects to a representative from the Pleasant Prairie Department of Public Works. The construction documents will be shared with staff from the village and may be incorporated into the town's overall plans.

Students in the Telecommunications/Electronics program, and their instructor, Randy Reusser, have repaired a robotic dog, "Sparky", that the Racine fire department uses for training demonstrations. They were grateful for the assistance in helping get "Sparky" revitalized.

Pat Hoppe, Electronics/Biomed instructor, accompanied five members of the Gateway Biomedical Club to the Great Lakes Biomedical Conference in Milwaukee on April 20. Gateway was the only two-year college in attendance. The other participants were undergraduate and grad students from MSOE, Marquette, and UWM. It was an educational experience for our students and most plan to participate in the poster presentations for next year.

Thirteen middle and high school teams participated in our 9th Annual Sumo Bot Challenge held at the iMET Center on May 3. Schools represented were: Elkhorn Middle and High School; Paris Middle School; Badger High School; Case High School; LakeView Technology Academy; Waldon High School; and Washington Park High School. The Union Grove High School came as spectators with plans to return next year with a team. Not only was the student competition exciting for us and the parents, the engineering designs were outstanding. The auditorium was standing room only at the awards ceremony. The event was organized by the engineering instructors and several of the college associates.

Mechanical Design instructor, Milisav Lazarevic, challenged his Manufacturing Process Applications students to solve a complex problem that could bring viable solutions to the community. They designed and fabricated a specialized, adjustable resting support on a walking chair for a disabled child. Donated parts were used and the chair is now more comfortable for the child and has extended usage. Students in the Design Problems course solved an ongoing problem of an antenna that was not functioning correctly, that was used by the Gateway Electronics Radio Club. Students were excited that their ideas evolved into real-life, successful project completions.

Civil Engineering instructor, Jon Hardbarger, participated in and graduated from the 2012 Leadership Racine class.

*AMST:* Automated Manufacturing Systems Technology instructor, JD Jones, coordinated an open house on May 3 on the Elkhorn campus. Approximately 90 people attended, including several industry representatives. There was the possibility of 10 new recruitment leads for our students from this event. Ken Stroud, Grove Gear, attended and there is a high probability they will hire several Gateway students upon their graduation.

*IMT:* Mike Paglaroni, Industrial Mechanic Technology instructor, is working on the development of necessary and advanced classes in the IMT area. He is also researching the possibility of again offering Tool and Die training to meet the current needs of industry.

*Automotive/Diesel:* Instructors Bob Braun and Ken Dotzler gave a two-hour presentation at UW-Parkside on April 20, on the pros and concerns of owning hybrid cars. Retired UW-Parkside teaching staff were in attendance. Several instructors were participants and/or judges at the recent state SKILLS USA competition that was held in the Wisconsin Dells. Bill Fell, Chuck Wasik and Dan Wooster (adjunct) were judges for the automotive technician competition, and Pat Hoppe was the judge for the electronics competition.

*Welding:* Three female welding students designed and produced the awards for the graphics design show. They used the graphics design software and the CNC plasma table. Instructors Mike Skender and Mark Uttech have met with representatives of LDV to discuss their assistance with the construction of a new metal sculpture for their corporate center's lobby. A displaced worker (former Midwest Airlines stewardess) and student, Emily Lindl, scored highest on her apprenticeship exam and was indentured into Steamfitter's Local 601 Milwaukee's apprenticeship program on May 1. She is currently working for Butters-Fetting Mechanical Contractors at Miller Brewing in downtown Milwaukee.

*CNC:* To assist students to have the proper skills and ability in ABE/ELL Accelerating Opportunities program, instructor Richard Buhnerkemper will be teaching CNC course functionality over the summer. This is done at a pre-stage to college credit coursework. He will also be teaching a summer CNC bootcamp.

*Horticulture:* Students and their instructors held a Mother's Day Plant Sale at the faculty in-service on May 9, to help benefit and offset student costs for the Belize Service Learning project. The new horticulture Pike Creek Center will be opening soon. The occupancy permit is expected within the week.

*Elkhorn Campus:* The Elkhorn faculty and staff will gather on May 9 for the end-of-semester in-service and cookout. A refresher CPR class will be conducted as a follow-up to the 2010 Heartsaver/AED class that was offered. The Sunshine Club will recognize all retirees.

Elkhorn teamed up with Burlington for the very successful Take Your Child to Work Day on April 26. We had nine children and their employee-parents participate in various activities and demonstrations.

A veterans Brown Bag lunch was held on April 28, via Lifesize, on how to apply for federal employment.

The Elkhorn campus hosted Deaf Culture Day on April 17.

The new Learning Success Center is planning an open house on May 16 beginning at 9:00 a.m. Staff will begin moving into the new space in the next week or so.

Dean O'Donnell attended the board meeting of the Elkhorn Chamber of Commerce on May 8 and the Walworth County Literacy Council on May 11. He also attended the quarterly meeting of the Walworth County Workforce Development Board at the Job Center on May 3. Dean O'Donnell received a certificate of appreciation from Walworth County for his participation on the Community Health Improvement Plan and Process (CHIPP) committee.

*Racine Campus:* On April 21, Earth Day was celebrated with many volunteers from student clubs, students, faculty, and staff. In addition, over 200 SC Johnson employees helped to clean the park. Over 100 people visited the exhibits and many left with plants and great ideas. Thanks to all on the planning committee and our great volunteers.

April 26 was Take Your Child to Work day. The children of our faculty and staff enjoyed the planned activities, which included touring the fire truck, having their nails done by the barber/cosmetology students, and visiting the Art and Robotic building. Zina Haywood talked to the children about transforming their futures during the lunch. Everyone left with a smile and are hoping to participate again next year. Thanks to all of our staff and students who helped make this a success!

## INSTITUTIONAL EFFECTIVENESS

On April 24, the Horizon Center hosted 37 new employees for a Gateway Journey tour. Participants learned about the Gateway Foundation, Employee Relations and Accreditation, before touring the aviation program with instructor Craig Larsen. New WEDD instructor David Linton, a trained pilot, demonstrated a take-off and landing in the flight simulator with co-pilot Mike Pagliaroni. We have 80 employees currently on their Gateway Journey and 60 employees have completed the program since its start in July 2008.

The Program Effectiveness Team is working with faculty to document the results of their assessment of student learning this year, as well as their annual program improvement activities.

The Executive Leadership Council met twice to continue work on the strategic directions and goals for Vision 3.2.1. The draft plan is being reviewed and finalized and will be shared with the Board in the coming months.

The Institutional Effectiveness Division is working on two surveys of graduates. Data from the follow-up survey of the graduating class of 2011 is currently being compiled. In addition, Angela Carey, Research Specialist, is conducting a new survey of students applying for graduation. The results of that survey are being compared to a similar survey of withdrawing students to determine if there are differences in behavior (e.g., utilization of support services, relationships with faculty, and classroom engagement) that lead to graduation vs. withdrawal. Data from these surveys will be used by the Perkins Accountability Committee, as they develop grant strategies and support services to increase the college's graduation rate.

The grants office has been very busy over the past month. Grant proposals were submitted to the Great Lakes Higher Education Guarantee Corporation Community Investments Program for Student Emergency Grant Assistance Funding and to the U.S. Department of Education Title III Strengthening Institutions program. Grant proposals under development for submission during May, include the Wisconsin Covenant Foundation's Workforce Partnerships grant, a joint WTCS proposal to the U.S. Department of Labor for funding under the Trade Adjustment Assistance Community College Career Training program, the Great Lakes Higher Education Guarantee Corporation Community Investments Program Wisconsin Postsecondary Persistence Program grant, and the U.S. Health and Human Services Department Health Resource and Service Administration Scholarships for Disadvantaged Students program. In addition, grants staff is working on revising WTCS grant applications for 2012-13 and are working with WEDD to submit six Workforce Advancement Training Grants.

## STUDENT DEVELOPMENT

### *College Connection:*

- Attended College Nights at Washington Park High School
- Gave several individual tours on campus
- Participated in the RUSD Tech Awareness Day at Festival Hall
- Led career workshops with classes at LakeView Tech Academy
- Hosted 60 Karcher Middle School students at the Burlington center with the help of the HERO Center staff and students
- Continued with daily College Connection work with our 12 pilot-year high schools
- Met with PEPs & TEPs students from RUSD; discussed Gateway admissions and programs
- Participated in Big Foot High School Education and Career Fair
- Participated in KUSD Academic Showcase
- Hosted 20 Westosha Central High School students at the Horizon Center
- Provided COMPASS placement tests at Union Grove High School and the Alternative High School/Elkhorn campus

### *TRiO SSS:*

- 102 students enrolled
- Overall GPA change for all TRiO participants from January to December 2011 was a **gain** of 5.492
- Collaboration with special needs counselor, Nicole Gustafson-Binger, and TRiO small groups (TAG) begun during the spring semester

### *Multicultural and Displaced Homemaker Program*

- 140+ students served and enrolled in grant thus far.
- Peer Mentors/Tutors (PMTs) provided recruitment presentations to 15+ classes in the areas of Human Services, Barber/Cosmetology and Criminal Justice.
- PMTs facilitated Student Commons outreach effort, promoting Spring Workshop Series.
- PMTs focusing on providing academic support to ensure students finish the spring semester strong.
- Created and Launched Multicultural Program Blackboard Shell.
- Recent Workshops: Resume/Cover-letter Writing, Resume/Cover-letter Clinic & Mock Interviewing, My Money (Personal Finance), Take Action in You, Raise Responsible Children, Need Relief, and Applying for GTC Foundation Scholarships.
- Conducting student survey (via Survey Monkey) and focus groups district-wide, to receive feedback and information for services/interventions moving forward.
- Project participants were offered the opportunity to attend the April segment of "Improving Your A Game".
- The Alliance for Multicultural Students Club (AMS) held a Students & Staff of Color Mixer on the Racine Campus on April 19. Twenty-eight students, four staff, and one community member



attended. A speed networking activity was facilitated to help acquaint attendees with one another.

- Janet Days attended the WTCS Diversity Services Coordinators State Called Meeting on April 20 in Green Bay, WI.
- The Multicultural Program and United Student Government Association co-sponsored and hosted this year's Asian American Heritage Celebration on the Elkhorn, Kenosha, and Racine campuses; April 3, 4 and 5. The event featured comedian, Prashanth Venkataramanujam.

## STUDENT ENROLLMENT

*Enrollment Services:* Enrollment services went live with point-of-service (POS) scanning on March 12. Currently, each front-line staff member (Enrollment Services Associate) scans student documents at the time they are providing service to the student. Within the first 34 days of POS scanning, the ESAs had scanned over 12,500 student documents (not pages, documents). These documents were not only scanned directly into the college system, they were automatically linked to the student record. Additionally, barcoding was implemented allowing for automated workflow directly to functional processors. The implementation of POS scanning has improved the college's document intake efficiencies, supported the college's green initiatives (12,500 fewer documents being copied) and eliminated the lag time between a student turning a document into the college and that document being viewable to necessary staff.

*Financial Aid:* Financial Aid is currently processing over 4,000 student financial aid awards for the 2012-13 school year, while completing the 2011-12 processing year.

*Admissions:* The Admissions Office is partnering with College Connection staff to process College Connection admissions applications. One hundred and eleven applications have been received to date and the level of interest the applicants have, has been determined.

*Testing:* The Testing Department is partnering with College Connection to offer COMPASS placement testing to College Connection students. Testing is being offered directly at some partner high schools and as dedicated sessions at Gateway.

## COMMUNITY AND GOVERNMENT RELATIONS

The Marketing Department, in addition to advertising for summer semester, has also placed ads for Celebrate Earth Day, Adjunct instructor recruitment, computer club used computer sale in Elkhorn and GED/HSED orientation.

Celebrate Earth Day was celebrated on all three campuses. Each of the events was very well organized by an enthusiastic committee. Plans to grow attendance for new events are being developed.

The Strategic Marketing Committee is continuing to meet to begin development of high school student communications for the coming year.

New ID cards will be issued to students and staff as part of the GreenPrint program. We are working on designs that will work for this effort and also serve as Voter IDs.

Graduation program booklets are being finalized and printed. Media relations efforts to feature our graduates are beginning in all three counties.

Each area of the college has developed a first draft of its new website outline and many areas are developing copy for review and posting to the new site.

The Foundation golf outing is really shaping up to be a great event. This year's event will be held at the Kenosha Country Club on Thursday, May 24.

We have interviewed for the Executive Director's position for the Foundation and are hoping to have a candidate within the next week.

Foundation Board members are starting to award the President's Opportunity Scholarships in the local high schools. This year, there are 13 scholarships being awarded.

The nomination process has begun for new Foundation Board members. There will be three current board member positions expiring in September 2012. We are looking for individuals from Walworth County to fill these spots.

There has been significant activity this month at the Center for Sustainable Living (CSL). We hosted a group of individuals from Great Oaks Community College, as well as a group from Milwaukee Area Technical College. The kids that participated in Take Your Child to Work day spent the morning up at the house. They learned about the house and the sustainability efforts at the college. A Girl Scout troop spent an evening at the house doing environmental crafts and learning about the many projects that are taking place at the CSL. The principles of sustainability class held class at the CSL and the geo exchange students have begun to drill, so that we can use geo technology at the house.

Congressman Paul Ryan held a listening session on May 3 at the Madrigano Center. There were approximately 175 people in attendance.

Gateway participated in the Wisconsin Association of Career and Technical Education state conference, which was held in Appleton at the end of April. The Association for Career and Technical Education Region 3 conference is being hosted in Wisconsin this year and we are in the planning process for this event, which will be held June 21-22 in Middleton.

There continues to be many meetings discussing the building/remodeling projects that are taking place in each county.

## HUMAN RESOURCES

The Board Appointment process is complete. All three incumbents, Scott Pierce, Gary Olson, and Roger Zacharias were reappointed. Jenny Trick was selected to fill the unexpired term of Suzanne Deans. All four appointments will go to the State Board for their meeting next week.

A large group of employees attended the Racine Well City breakfast celebration on April 25. The city has been recognized as a "Well City", with over 20% of employees working for companies, including Gateway, that have received "Well Company" awards.

The transition to new health, dental, and disability insurance is coming to completion. Participant databases are being set up. Debbie Miller and Terry Strash have done a tremendous job answering questions and calming anxieties. Short-term disability enrollment ends on May 18.

D. Miller is participating in the Benefits Consultant Consortium RFP committee. Provider interviews are scheduled at Fox Valley on May 14.

Retirements are now at 65 for the fiscal year and T. Strash has been busy processing the paperwork.

Recruitment is back at a heavy clip. There are 19 vacant positions, mostly for the fall semester. We have hired two instructors for the summer term, with a May 14 start date. We have purchased NEOGov, an online applicant tracking system, and are working on the implementation schedule. Mary Halberstadt was interviewed by Jayne Herring, on Time Warner Cable TV, to promote our adjunct recruitment. It will be aired sometime in May. Our certification audit penalty was reduced from \$154,064.92 to \$41,013.65.

Interviews for staffing the new Student Services model will be completed by May 15. We have made selections for the management positions, counseling and advising, new student specialist, and student finance specialist. By May 18, we should have all current employees whose jobs are changing placed in new positions.

Payroll preparation for all employees contributing to WRS has been completed. Web Time Entry software has been piloted, with a second pilot scheduled.

John Frost has completed round 5 of "HR on Campus". It has been very busy during this transition period.

The Leadership Training Committee has put together a tentative schedule for the next 12 months. The next session, on May 23, will be the "Essentials of Leadership", which is a foundational program for management/leadership training.