



GATEWAY AS A LEADER

Students from the School of Manufacturing, Engineering and Information Technology will travel to the state capitol to discuss their Industry 4.0 project with legislators and other visitors at the Wisconsin Technical College System Student Showcase on February 19.

ACADEMIC AND CAMPUS AFFAIRS

Gateway is hosting the 2019 WTCS Assessment Conference in early March. The theme of the conference this year is "The Circle of Assessment" and will be attended by approximately 150 educators and administrators from Wisconsin technical colleges. Keynote speakers for this exciting event will be Dr. Janice Denton, Professor of Chemistry, University of Cincinnati, and Senior Scholar, HLC; and Dr. Colleen McCabe, WTCS Provost and Vice President, with a welcome by System President Morna Foy. In addition to a comprehensive schedule of workshops, there will be two pre-conference sessions: "Health Care – Creation of the Inspire Center for Health Care Simulation at Gateway Technical College," at the Inspire Center; and "Manufacturing - Gateway Technical College's experience with Foxconn," at the SC Johnson iMET Center.

School of Allied Health/Veterinary Sciences

Gateway's Surgical Technology program was recently awarded a *Certificate of Merit* by the National Board for Surgical Technology and Surgical Assisting for achieving above a 90% pass rate on the national certification exam for Surgical Technologists. Graduates of the program are eligible to sit for the examination to become Certified Surgical Technicians (CST). Gateway grads consistently perform well on the certification test which is administered/proctored on the Kenosha campus every April.

School of Manufacturing, Engineering and Information Technology

The CMC (CNC Machinist Club) and club advisor/CNC instructor, Kidia Tyler, went to Madison to tour MATC, Swift Manufacturing, Tormach, and Isthmus Engineering.

Their first tour was at MATC given by instructor, Theresa Valencia. They toured the facility, which had the latest equipment. They learned about all the programs they offer.

The next stop was Swift Manufacturing where the students were given a tour by the owner, Charles Heidenreich. They learned that he was a CNC student at MATC who started working in industry and wanted his own business.

On December 18, their first tour was at Tormach with Jennifer, a tool & die maker from California. They learned that Tormach is 100% employee owned.

The last tour was at Isthmus Engineering with Ole Olson, the lead engineer. This company is also employee owned. After 2-4 years, employees are offered an opportunity to become part owner in the company. Isthmus builds custom automation equipment. They were able to see how Pringle chip cups are assembled.

The students enjoyed the tours and learning about different CNC educational opportunities and CNC manufacturing in other counties. This trip was a great learning experience for everyone.



COMMUNITY AND GOVERNMENT RELATIONS

Legislative

2019 has kicked off with the inauguration and new leadership. We have shared college information with everyone new in our district along with the Governor and the Lt. Governor and are currently working on setting up visits with them. On January 17th, a number of board members participated in the Boards Association winter meeting and legislative seminar. Part of that day involved visits to our elected officials in the state capital. We were able to share the story of Gateway with all of the legislators within our district.

We have also attended the legislative breakfasts hosted by RAMAC and the Kenosha Chamber.

Sustainability

New programming is being developed around bats and butterflies so that we can continue discussions around all pollinators - not just the bees. We have also take the Campus Pollinator pledge. With this pledge, we will plant certain native plant species such as milkweed and nectar plants, host tours for our community, work on pesticide

usage on the campuses and provide the college with information on the importance of pollinators. The Center for Sustainable Living has also been certified as a Wildlife Habitat Sanctuary by the National Wildlife Federation. This certification ensures that we have water and food sources wildlife along with cover and protection.

Marketing and Communications

Spring semester enrollment campaign including billboards, print, radio, digital and mail pieces just concluded. In addition to recruitment outreach targeted digital and mail pieces were implemented to push retention of current students. The billboard and digital ad campaign are ongoing in an effort to promote the new Advanced Manufacturing and MMOPP programs.

Gateway's new website is off to a great start with page views nearly doubling to 281,000 in the site's first month. Work continues in preparation for Phase II which includes new program of study pages featuring easy to navigate information including fast facts, program courses and admission requirements. Phase II is set to launch in late February.

Marketing is excited to be launching a new annual program marketing review process. We'll be working with program deans and chairs to review materials and gather updates, testimonials and new opportunities for all programs. The annual review process will help us ensure we're best marketing our programs utilizing exciting and up-to-date information.

Marketing has been working with College Access to develop a new admissions packet to welcome new students to the college and help guide them on their next steps to enrolling. We are excited to see this new packet be launched as we welcome new Red Hawks in 2019.

Foundation & Alumni

We are grateful to our more than 385 donors who choose to support Gateway students and the community through the Foundation.

As of December 31, 2018, the Foundation has raised \$416,336. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni), corporations, foundations, and service organizations. Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, student emergency funds, and the Short Term Training fund.

The Gateway Promise Endowed Campaign has reached \$2,730,219. The Foundation voted at its December Board meeting to commit to the 2019 Cohort funding.

The Foundation was pleased to receive the following gifts from organizations:

- \$4,613 from NC3 to the NC3 Fund for Promotion of Career & Technical Education
- \$1,250 from ASYST Technologies for the RC Cars Event

Since the beginning of the fiscal year, the Foundation has granted \$11,607 in student emergency funds to 30 students. Awards were for tuition, rent, books, testing fees, transportation, and utilities.

Mid-December, our Alumni Association invited 5,877 new graduates from December 2016 to August 2018 to join the alumni association. So far, we have heard back from nearly 100 graduates with their stories and updated contact information. More than 50 alumni have joined online in the last month.

ENROLLMENT

Spring enrollment is down -3.9% when comparing to the same timeframe as last year. Year-to-date enrollment, including summer, fall and current spring, is down - 2.1%.

FINANCE, ADMINISTRATION and FACILITIES

Joint Review Board for Tax Incremental Districts Updates

Bill Whyte has participated in the following Joint Review Board meetings for the following municipalities:

- City of Kenosha - January 16, 2018 - Tax Incremental District Joint Review Board Meeting
- Village of Bristol - January 17, 2019 - Tax Incremental District Joint Review Board Meeting

Grant Accounting Update

This month concludes the budgeting process for Special Revenue Fund for new grant proposals and renewals of existing grants for the Wisconsin Technical College System -- which are due before the end of January, 2019. Workforce Advancement Training and Emergency Assistance grant proposals for the Wisconsin Technical College System will be submitted in April, 2019. Currently, staff are modifying the grant Personnel list based on proposals and sharing this information with the Director of Budgets & Purchasing to incorporate into the college's budgeting process. Staff continues to set up budgets for new grant awards after Board approval.

Facilities

The Madrigrano Auditorium will be open in time for the Police Academy graduation on January 17. The Board conference room will be open early February.

The remodeled second floor of the Racine Building has opened.

Security

Tim McNulty from DMI conducted a security audit of our campuses on 1/8, 1/9, & 1/10.

Budget Update

The Budget Office presented at the January Administrative in-service to provide and update regarding the institutions financial position midway thru the fiscal year. Also, the budget office held a mini "Budget on Campus" meeting afterwards to review the

process for the FY19-20 budget development as these budgets are due by January 25, 2019.

HUMAN RESOURCES

2018 Energage Survey

Bill Whyte reported that the annual Energage (formally Workplace Dynamics) Survey results were received. We won't know until March whether or not we will be in the Top 100 list in the Milwaukee Journal/Sentinel. This is the 10th consecutive year we have administered the survey. We had a 73% participation rate with 445 employees responding and 1100 specific comments. Results will be shared with employees beginning in February and action plans and survey responses will follow throughout 2019. I am pleased that 100% of the HR employees took the survey.

Strengths Every Day Steering Committee

John Frost continues to participate on the Strengths Every Day Steering Committee & Strengths Champions meetings to facilitate the implementation and continuation of Strengths Initiatives. John is the current chairperson of the committee.

Overload/Underload Process

John kicked-off the Overload/Underload process at the Dean's Council meeting for the year and reviewed any "non-renewal" candidates.

Affirmative Action Plan

Josh Vollendorf has been working diligently on enhancing our Affirmative Action Plan (AAP) and monitoring process.

ADA Compliance

Josh also created an Accessibility Committee designed to be proactive with ADA compliance.

Faculty Evaluation Process

Mary Halberstadt and Jacqueline Morris participated in the Faculty Evaluation Process, Palooza. This meeting was established to document the faculty evaluation process.

INSTITUTIONAL EFFECTIVENESS

Our Higher Learning Commission Assurance Team has reviewed the first draft of our assurance argument (formerly known as a self-study) for our 2020 reaffirmation visit. Editor Rick Barribeau is incorporating suggested changes now, and in the coming months, we will ask our college community to read selected parts of the report that detail their activities. John will be sharing instructions with the Board for their review of the governance sections in the near future.

Employee Learning

Ten new faculty participated in the New Faculty Institute (NFI) Launch Pad in January. The New Faculty Institute Launch Pad is designed to give new faculty the critical information they need to be successful during their first few weeks at

Gateway including an overview of Gateway, classroom behavior management, syllabus development, and much more.

Active Shooter Training and Drill Practice is being offered to departments. The training reviews the principles learned in the ALiCE online training required for all staff and allows participants to practice possible scenarios.

Career Pathways

The Director of Career Pathways and Program Effectiveness facilitated a discussion with the AACCC Pathways 2.0 college leadership team and project coach, Dr. Joyce Walsh-Portillo, to review the college's 2016 VFA data report. The report covers a variety of guided pathways-related data points and clearly defines areas of success and opportunities for improvement. During the discussion, the team and project coach compared 2011 and 2016 indicators and observed the following trends:

- Our Hispanic population enrollment increased by 4.6% from 2011 to 2016, while enrollment of white students decreased by 11.5%. This suggests that our campuses are becoming increasingly more diverse, and our services and enrollment strategies need to adjust accordingly.
- Enrollment of students ages 19 and younger increased by 13.5% from 2011 to 2016, and full-time enrollment increased by 6.7% during that time. The gains associated with these data points show that the Promise program and recruitment efforts made by our New Student Specialists in the high schools are having a positive impact on our enrollment figures.
- Of particular concern is the fact that the number of Pell-eligible students decreased by 19.4% from 2011 to 2016. This could be attributed to the fact that we were serving a student population in 2011 with greater financial needs, or conversely that students in the 2016 cohort did not complete their FAFSA and were not able to access all available financial resources. This indicator will be scrutinized further and, if necessary, additional FAFSA workshops and support will be made available.
- The team will continue to review all of the 2016 cohort VFA data and incorporate it into the college's guided pathways work.

LEARNING INNOVATION

Information Systems

The implementation of Ellucian Elevate is in progress.

The implementation of the Infosilem Enterprise product to replace EMS, our current room scheduling product, was rolled out.

The implementation of a new reporting system to replace the Colon Prompt is in progress.

The investigation of options to compensate for the eventual phasing out of Web Advisor in favor of Self Service is in progress.

The Test Colleague UI has been upgraded to version 5.7. Live will be updated soon.

Technology Operations

In time for the start of the Spring term, the Infrastructure team implemented our new classroom multimedia standard in 17 classrooms on the Racine Campus, Racine building second floor. A goal of the new standard was to implement a solution that was simpler to operate and install, as well as easier to support locally and remotely. This new standard incorporates a 90" Sharp monitor at the front of the classroom.

The Network Operations team is picking up where we left off with Kenosha County to implement a shared data center agreement whereby we would swap data center space. The goal is to improve the resiliency of our respective operations in the event of a disaster or prolonged outage at our primary data centers. Our goal is to have an initial server functionality up and operational by the end of the calendar year.

The entire Technology Operations team has been planning for the upcoming server room move at iMET. It's taken an incredible amount of planning and coordination by our general contractor, subs, Gateway departments, vendors, and partners. The day we are physically moving our servers, storage, and network equipment from the existing space to the new space is coming up in the next couple of weeks. The team is as prepared as possible and we fully intend to report our success next month. In the meantime, please keep your fingers crossed for us anyway!

User Experience

Rob Larson has been relocated to the help desk to better support the operations at the help desk. We ask that you remind faculty and staff to submit tickets instead of going directly to the tech office or directing students to the tech office. Tickets can be created at support.gtc.edu or by calling 3695. Techs on the campuses have been instructed to begin directing students to the kiosks and asking faculty to contact the help desk. By directing our users to the help desk, our staff can better triage issues and also provide remote support to our users. Campus technicians will also begin using remote tools more to assist our users.

The Racine tech staff, including the student casuals, have stepped up and provided great support with our new multimedia classrooms on the campus. Faculty using any of the 17 new multimedia rooms on the floor have been emailed a copy of the directions for the multimedia equipment and have been invited to submit tickets for one-on-one training for the rooms. If there are any complaints from faculty in using these rooms, please direct them to submit a ticket for assistance.

Campus deans have been emailed a preliminary copy of the recommendations for computer orders this year.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

College Access

In the month of December the College Access team grew with three great team members. Kristine Yesbeck and Samantha Ingo are New Student Specialists and Karina Mendoza is our Admissions Associate. Our team is now full and we are very excited to have them as apart of College Access. The Dual Credit team along with

the New Student Specialists held three Start College Now Registration events at each main campus. The Dual Credit team also held an open house in Racine for our Welding Academy Students, 18 students were selected to attend our one time Welding Academy starting in the spring of 2019. The Admissions team with their new team member, Karina, has been diligently processing all documents to ensure quick program acceptance. Also, in Racine the New Student Specialists held a Quick Start event and assisted 37 students in completing their admissions all the way to being registered for courses. The College Access team looks forward to making this new year ahead great.

Academic Advising

The Academic Advisors hosted New Student Orientations district -wide. Students received good information about our college resources, finalized their Spring Registration and had the opportunity to speak with our Student Finance Specialists.

Career & Employment Services

The Career Counselors have continued interest from potential students asking about degrees that support Foxconn careers such as Advanced Manufacturing and Supply Chain.

Express Services

Express Services have been busy assisting students with the flurry of end of semester activities, spring registration, and closing out of the fall semester with contract classes registrations.

LEARNING SUCCESS

Multicultural Program

The Multicultural Program is excited to announce the launch of our **HEADS UP Mentoring Initiative** for Spring semester 2019! HEADS UP was designed to provide male and female student participants with a positive connection to campus, as well as intensive guidance and support as they complete their program of study and transition into their professional or post-secondary steps, post-graduation.

HEADS UP is in the process of recruiting our Spring 2018 mentors. HEADS UP is hoping to recruit a strong team of 30-40 volunteer mentors comprised of our amazing Gateway Administration, Faculty & Staff, by ***Friday, January 18, 2019***.

Over all, the 2018 academic year ended with great success for the HEADS UP Mentoring program: A total of 29 students and their supporting matches participated, in which 71% completed the program with an overall GPA of 3.0. Twenty-nine percent of our remaining participants averaged a 2.86 GPA. Since its founding, HEADS UP Mentoring program has served over 100 students by supporting their retention, fostering their life-changing journey at the college and elevate their college completion.

An alumni of the HEADS UP mentoring program, Manal Nabeel (Health Information Technology, class of 2018), credits her experience in the program as instrumental in developing professional relationships and career prospects. Manal shares that she

has been hired by Ascension SE Wisconsin Hospital - Franklin Campus as a health information technologists.

NTO & Step UP

A recent Step Up graduate was interviewed by Lee Colony for a Gateway Success Story.

Trevon Trussell earned two degrees at Gateway, in line for a third – and getting ready to transfer to the Milwaukee School of Engineering, where he will enter as a junior because of a transfer



agreement between the two colleges. Trevon earned an associate degree in Electrical Engineering Technology, a Biomedical Engineering Technology concentration degree and will soon earn another concentration degree in Electronics. Trevon was introduced to the Step Up Student Support Specialist by accident, he came into a meeting with a friend and was recruited to the program as well as into a student club. Trevon took advantage of student success workshops and resume assistance from the Support Specialist.

NTO is working with the Ellsworth CNC cohort, this is the third cohort BWS and DOC has trained. The cohort started September 17, 2018, and is off to a great start. Eleven ladies have taken advantage of the opportunity and thus far the program has been able to retain all eleven students. The NTO program offers soft skill training to the students and conducts workshops on topics including but limited to Study Smarter, Not Harder, Name it, Claim it, and Vision Boards for the students. The program is more than halfway completed and students are getting in preparation for employment with assistance from the NTO Student Support Specialist and Career Services. The students will graduate from the program February 28, 2019 and have interviews with local employers March 1, 2019.

Learning Success Coaches

The Nursing Graduates Pinning Ceremony for the Fall/Summer 2018 semesters was held on Friday, December 14th. This is a traditional nursing program ceremony where the graduates are 'pinned' with Gateway's ADN program pin by a person/persons who were significant to them during their journey through the nursing program. It is an event filled with emotion as each graduate's written reflection is read while they are called to receive their pin, a copy of the International Pledge for Nurses, and a rose. Before the recessional, all nurses in attendance stand along with the graduating students and read the Pledge aloud, thereby symbolically accepting the new graduate nurses into the profession. This night 50 Gateway ADN graduates were pinned! As an RN and a coach to many of the graduates, the Nursing Learning Success Coach looks forward to these ceremonies each semester, to applaud and to celebrate the hard work and dedication of both the graduating students, as well as those at Gateway Technical College and beyond, who have provided much needed support and professional readiness to our new graduate nurses!



The Business Management coach took a group of students to the Small Business Academy conference where students gained a wealth of knowledge of funding sources and what it takes to start a small business. Roundtable learning sessions provided the students with an opportunity to discuss specific topics on a variety of topics ranging from social media, online sales, hiring employees, bookkeeping and other useful topics. In addition to visiting resource booths students took advantage of networking opportunities.



The Accounting coach hosted a VITA Tax prep chat and chew where accounting students learned more about the national program staffed by local volunteers to provide tax preparation and electronic filing. Students were encouraged to put their accounting skills to the test by participating in the upcoming training and volunteering as a volunteer tax preparer.

The Human Service Coach hosted the Journey from Human Services to Bachelors of Social Work chat & chew. Students were joined by special guest Sammy Rangel executive director of Life After Hate & Dr. Sara Collins of Concordia University. Student's explored Sammy's journey from the point of graduating from the Human Service program to his journey of becoming the executive director of Life After Hate. In addition, students received great information about Concordia's Bachelors of Social Work program.

BUSINESS & WORKFORCE SOLUTIONS

On December 5, 2018, Randy Reusser, BWS instructor earned the Lean Six-Sigma Black Belt. His project was to increase cash income and grow the customer base for the department. He was taught by Rick Lofy and previously earned his LSS Green Belt in April.



Apprenticeship

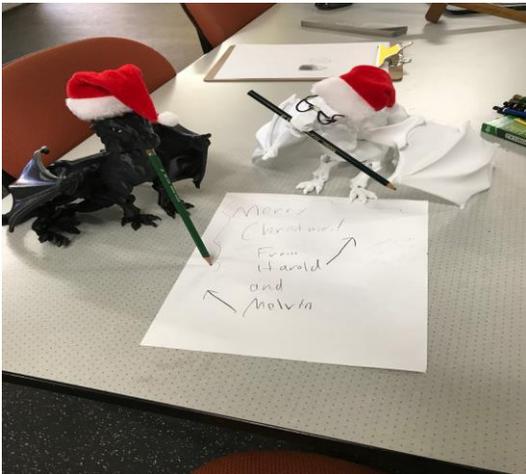
In December, Albe Heinen participated in a Career Panel at Bradford High School, the panel included 8 people talking to 22 students. Albe discussed her career and journey with Gateway since 1992. She spoke about the education journey and opportunities Gateway has and inspired students to do what they love. Albe Heinen's cosmetology apprentices participated in the campus door decoration contest and in a updo style competition. The updo competition encourages students to collaborate and have fun in education.



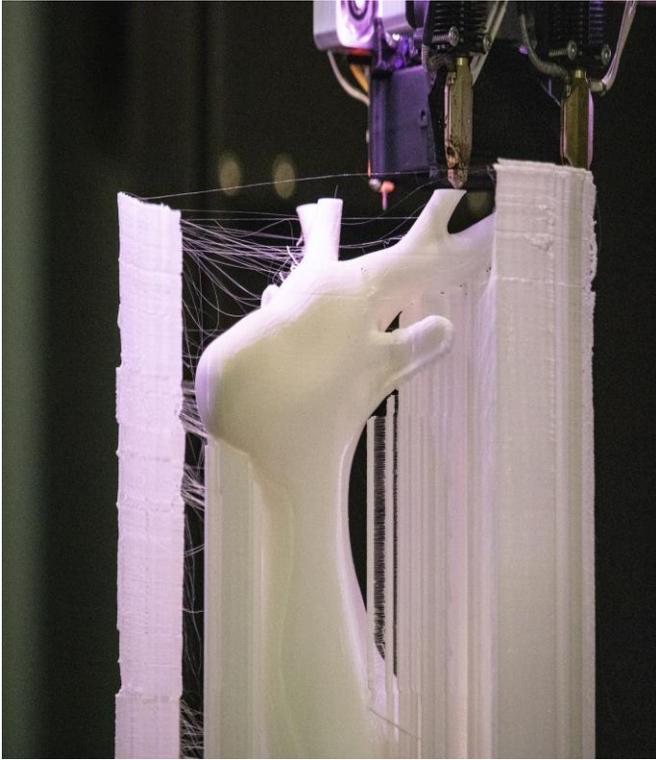


Fab Lab

Lab attendance was 2024 for December. Some of our visitors & programs this month were: 21st Century School, Portland Community College, Geneva Supply Biz Tank, Leadership Kenosha, a Chinese Company, seeking relocation, the Building and Facilities class and Bridgehomeschool Group.



On December 1st, the Fab Lab set up a festive holiday tree in "Santa's Diner" during the Kenosha campus annual craft fair. The tree was adorned with 3-D printed and laser engraved ornaments entirely fabricated in the Fab Lab. The Fab Lab hosted its annual Holiday Ornament Workshop, this year we had over 30 people stop in, including Santa.



The largest 3D print to have ever been printed in the Lab is a white reindeer which was completed in 75 hours and stood 24" tall. It was displayed alongside the holiday tree.

The Lab recruited six groups for our Maker Music Initiative. The groups participating are: Indian Trail, REAL School, 21st Century Prep, Dr John Bryant Community Center, St Lucy's Catholic School, and King Community Center. The next step is to build instruments.



The Lab hosted a Digital Drawing Workshop for Bridgehomeschool Group, and anticipates integrating more digital art next semester. Mike Summers had his

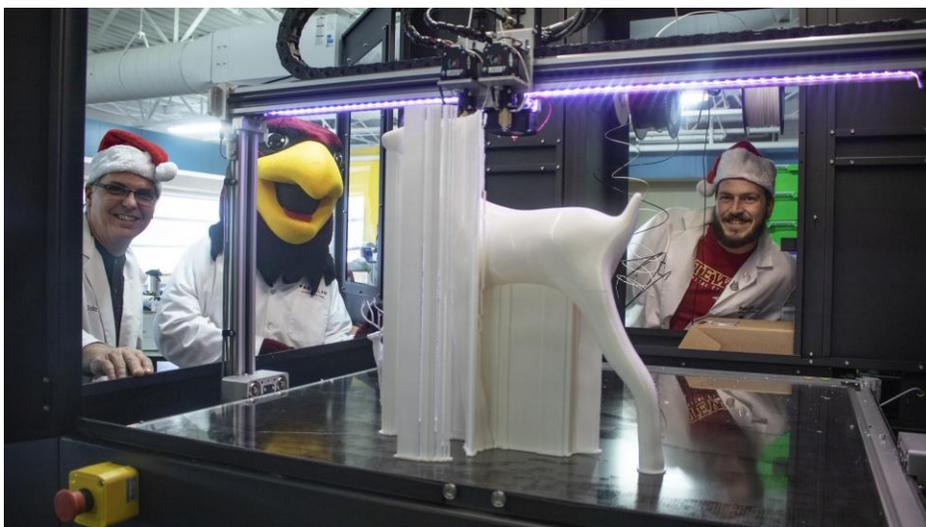
Building and Facilities class in the Fab Lab. Mike has learned to augment and diversify his students experience through generating a project for his class.

This month the Lab hosted its second RC Workshop, discussed were driving challenges and gear design.



The Lab also attended Mahone School's "In House Field Trip" . Over a three day period middle school students from sixth seventh and eighth grades, received demonstrations on laser, CNC, and 3D printing.

Sabrina Morgan and Aj Laird were there to convey the value, and "inherent cool" of a Gateway education!



What a great year, everyone, Cheers!