

GATEWAY AS A LEADER

iMET Ribbon Cutting

October 22nd was the iMET Ribbon Cutting event. The iMET Center had a full house for the celebration. BWS was very happy to share with many of our business partners the expanded customized training capabilities that we can now offer them. This facility will help ensure our workforce continues to be upskilled and meet the demands of the future.



ACADEMIC AND CAMPUS AFFAIRS

School of Allied Health/Veterinary Sciences

Remediation work continues on our Veterinary Science building in Elkhorn after an October water intrusion event caused significant damage. Classes have been relocated to modular classrooms temporarily placed in the parking lot of the North Building in Elkhorn.

A combined Dean's List reception will be held on December 2 in Racine from 4:00 pm to 6:00 pm. This event will honor those achieving high GPAs for 2019 spring and 2019 summer semesters.

Gateway is a sponsor of the Open Arms Free Clinic (Elkhorn) annual gala event scheduled for the evening of December 6 at the Grand Geneva Resort.

Business and Transportation

The Automotive program has been granted their ASE compliance for mid accreditation. The program will come up for a full accreditation review on May 1, 2022. The automotive team has continued to hold the highest level of certification as ASE master mechanics and all the proper documentation has been achieved by the instructors.

Kenosha Campus

The Veterans Honors event was held on November 5, 2019 in the Kenosha Campus Atrium, hosted by Gateway's veteran's support services. They honored the achievements and services of Gateway's veterans.

Therapy dogs will be visiting the Kenosha and Racine Campus Libraries on Tuesday, November 12 and visiting the Elkhorn Campus Library on Friday, November 15.

COMMUNITY AND GOVERNMENT RELATIONS

Community and Government Relations

It continues to be a busy time around our communities. We participated in the Burlington Chamber Legislative Breakfast as well as attended the RAMAC Business Awards dinner, the KABA Ovation Awards dinner and the WCEDA Annual Meeting/luncheon.

Congressman Stiehl has been on campus twice this past month. He hosted a community listening session in Burlington on October 30th and on November 5th, he held a seminar on internet safety and fraud protection for seniors in the Madrigano Conference Center.

On November 8th, we honored Arthur F. Mahone Jr. with the naming of the student atrium on the Kenosha Campus. This event was very well attended by the community that he had impacted.

Marketing

Spring semester push is underway with a strong continuing student registration campaign that began with postcards, texts and emails promoting priority registration as well as ongoing geo-fencing digital ads. We'll be continuing with our "all postal" mailer in late-November as well as print/digital/billboard advertisements. We'll also be doing a push to promote the upcoming Quick Start registration events on campus.



The Marketing and Communications department team has been working to develop a strong set of Brand and Identity Standards for the college. Gateway's Brand and Identity Standards are a key to making the college recognizable and serve as a representation of who we are as a college. The standards will help unify the college and create a consistent image in the community and with prospective students. We also hope that the new standards will serve as a tool and resource for the Gateway community. The standards can be found online and include information on logo use, colors, typography, websites, promotional items and more: www.gtc.edu/marketing-department

Foundation

Thank you to our 225 donors who choose to support Gateway students and the community through Gateway Foundation.

As of October 31, 2019, the Foundation has raised \$492, 110. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni), 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.

We are grateful to the following organizations for their support:

- AT & T \$10,000 for Pathways to Success
- Centrisys Corporation \$10,000 for Gateway Foundation Presents Innovation Celebration
- Gateway Technical College \$5,000 for Gateway Foundation Presents Innovation Celebration
- Gilbane Excite Building Company \$5,000 for iMET Expansion Firms Construction

Scholarship

- Racine Community Foundation \$1,800 for the Grace Meyer Memorial Scholarship
- Racine Garden Club \$3,000 for several Horticulture & Arboriculture/Urban Farming scholarships
- Snap-on \$10,000 for STEM Initiatives
- Gene Haas Foundation \$40,000 for the Gene Haas Foundation Scholarships (\$37,500) and SkillsUSA (\$2,500)
- Walworth County Master Gardener Volunteer Association \$1,000 for its scholarship

Gateway Foundation hosted its inaugural Gateway Foundation Presents: Innovation Celebration on Saturday, November 9, at the Madigrano Auditorium. More than 150 guests helped us celebrate innovation, community and philanthropy in support of Gateway's students. The Arboriculture/Urban Farming, Business & Workforce Solutions, Barber/Cosmetology, Culinary Arts, FabLab, and Law Enforcement Academy worked with the Foundation to offer sponsor benefits and uniquely Gateway auction items for our guests.

WGTD

A video tour of the SC Johnson iMET Center that coincided with the dedication ceremony drew almost 2,000 views on WGTD's Facebook page. The video was produced by Troy McDonald and Ryan Hilburger. WGTD Sports--live on Facebook--wrapped up its high school football season. The ten games drew over 13,000 views. All of the games are archived. The seven-person crew included three Indian Trail juniors from the school's communications house.

ENROLLMENT

The Fall semester enrollment remains positive at +1.4%. Year-to-date enrollment, including summer, and fall enrollment is flat. The first few days of Spring priority registration is positive.

FINANCE, ADMINISTRATION and FACILITIES

Joint Review Boards

Sharon Johnson attended a recent Village of Caledonia Joint Review Board meeting. Bill Whyte attended a recent Village of Waterford Joint Review Board meeting.

MilATC Audit Advisory Committee

Sharon Johnson attend the MilATC Audit Advisory Committee meeting. Sharon has served on this committee for the past year.

Legal Issues Conference

Bill Whyte and Sharon Johnson attended the 2019 Legal Issues Conference held at Waukesha County Technical College.

Business Officers Committee

Bill Whyte and Sharon Johnson attended the WTCS Business Officers Committee meeting held at MilATC. This state-wide quarterly meeting provides valuable collaboration among the Business Officers.

Facilities

Work is continuing on developing a plan for the repairs of the Vet Sciences Building. Servicemaster is coordinating the repairs inside and the College is coordinating the exterior repairs with the assistance of PID and Camosy Construction. The dirt berm surrounding the building will be excavated out and the waterproofing will be repaired/updated on three sides. The North side wall will see new spray foam and weather proofing. The inside of the facility will see the installation of 3 sump-pumps to help further prevent water from pooling against the foundation of the building.

Other projects around the district are progressing on-time and on-budget. We are finalizing preparations for the expansion of the EVOC track as well as finishing up the plans for the remaining parts of the Kenosha Academic Building 2nd Floor project.

Security

The new Video Management Software system is progressing and will add enhanced controls and coordination for the security team once completed. Our upgrade includes new servers, monitoring software and control centers. This will enhance the security staff's efforts to monitor the campus and review incidents. In addition, in the later stages our electronic door access controls will be integrated enabling a seamless effort to enhance campus lockdowns in the event they are ever needed.

FY 2019-2020 Budget Update

The Budget Office is in the final testing phases of implementing a new "budget transfer" tool within the "Budget Self-Service" module within Web Advisor. This new tool will allow budget officer to view and work within their budgets more efficiently and in real time.

FY 2020-21 Budget Process Update

The Budget Office met with ELC to review planning documents for the FY20-21 budget process. The budget assumptions and calendar will be presented for review at the December Board of Directors meeting. Also, a new capital budget process was presented and finalized and budget managers will now begin to make their capital requests for FY20-21.

Grants Update

First Quarter meeting of the Special Revenue Fund was held virtually with Project Managers. Pertinent information was shared regarding the project status (performance and financial), post online the guidelines information for WTCS grant proposals due in December, 2019 and January, 2020 along with project ideas to date and funding allocations. Time and Effort reporting, for the first quarter, has been reconciled and completed at 98% level-great cooperation from Project Managers! The grant team continues to engage in learning opportunities to stay current with best practices.

HUMAN RESOURCES

HR Generalist Hired

We have conducted phone and face-to-face interviews for the new position in Human Resources. Our new Human Resources Generalist will start on Monday, November 25, 2019

Compensation Guidelines Committee

John Frost, Bill Whyte, Selina Bohn and Jacqueline Morris are developing the guidelines for usage of the Compensation Study information and plans for future applications of information to help properly “balance” our pay practices across all employees.

Union Roles at Gateway

John Frost is developing presentation materials regarding 'Union Roles at Gateway Technical College'. This information is primarily for new employees.

TimeClock Plus: Part-Time, Casual, Work Study, & Adjunct Employees

Payroll is expanding Time Reporting in utilizing TimeClock Plus to include NEW Benefit Status monitoring of part-time, casual, work study and adjunct employees. This will help to maximize the use of these critical employees, while staying within the requirements of both the federal Affordable Care Act and the qualifications for Wisconsin Retirement System. Also, we are developing a new pay period closing routine to minimize the impacts of late submissions versus supervisor approvals. This is one of the problems compromising efficient bi-weekly payroll operations

Payroll Process Mapping Project

John, Alan Jelinek, Eddie Woodman and Robin Vester have kicked off the Payroll Process Mapping Project (PPMP). During this campaign we will map/document the current bi-weekly payroll process. First detailed analysis will help to develop areas for savings and efficiencies. We will implement “low hanging fruit” opportunities for initial savings. We will develop an operating manual for the processes. Future measurement / efficiency development steps will be initiated in the near future.

2020 Supervisor Training Planning

John Frost, John Thibodeau, Bill Whyte and Denise Schneider, are working to develop plans for the 2020 Supervisor Training sessions. We will have a new model to further the professionalism of our supervisors. One of the 2020 focuses will be on attendance at these sessions amplifying peer-support functions and shared learning environment.

WTCS - HR Director's In-Service - Waukesha

Jacqueline & John participated in the WTCS quarterly In-Service. This group continues to develop the HR teams at all 16 colleges for the betterment of our staff members, faculty and students.

Retirement Discussions

Magan Perez, Benefits Manager continues to meet with employees to discuss

retirement options and planning.

INSTITUTIONAL EFFECTIVENESS

We have begun sharing with our college community information about the upcoming HLC visit and the report we will be submitting. Lee Colony is creating a monthly video with talking points about each criterion. We are hosting contests for departments and individuals to go to our intranet site (www.gtc.edu/hlc2020) and watch the videos. Employees can also read summaries of the report or the full report if they wish. John has presented overviews of the process to our Student Services and Enrollment Management team and also to our USG leadership.

Employee Learning

Gateway expects high standards when it comes to customer service, but we frequently exceed even our own standards. Gateway's Customer Service Excellence award is a monthly award open to all Gateway employees who are nominated by their peers for going above and beyond normal customer service expectations. So far there have been over 40 nominations in 2019. Those nominated represent all areas of the college including Student Success, Facilities, Learning Innovation, Business and Workforce Solutions, Community and Government Relations, Operations, Faculty, Academic Support, and Administration. Our collection of [Gateway's Great Customer Service Stories](#) continues to grow!

Pathways

The Director of Career Pathways and Program Effectiveness attended the National Career Pathways Network (NCPN) annual conference from October 11th-13th in Orlando, Florida, and presented a concurrent session titled "The Convergence of Guided and Career Pathways." The session focused on how Gateway strategically utilized existing career pathway structures and workgroups to launch its guided pathways work. Attendees were provided with strategies they could easily replicate at their institutions, and best practices related to our career and guided pathways work were shared.

This topic is of great interest to Hope Cotner, President of the Center for Occupational Research and Development (CORD), which serves as the parent organization of NCPN. Ms. Cotner is interested in showcasing Gateway's work at a national level and using our framework to assist other colleges who are beginning to launch into both career and guided pathways in a more intentional way. The concurrent session was recorded and will be shared with other colleges as an introduction to these topics. The Director of Career Pathways and Program Effectiveness has also been asked by Ms. Cotner to serve as a subject matter expert for a national grant CORD has secured related to this work.

LEARNING INNOVATION

Technology Operations

On Monday, November 4th, our Gateway community lost a friend and colleague, Erik Mekhsian, Cybersecurity Analyst on our Information Security team. There really are no words that can adequately represent our shock and grief, but our sincere

condolences and prayers go out to Erik's family and friends. Erik will be missed.

The Network Operations team successfully implemented our new DNS/IPAM solution from EfficientIP. The transition to this new solution went exceptionally well due to excellent planning and preparation by Mike Kaufman and Dan Scheive, as well as our LAN Tech team.

Our InfoSec Manager, Derrick Domes, successfully installed new redundant firewalls on Gateway's core network. Essentially a gatekeeper between the college's data resources and the outside world, firewalls are a critical part of our layered network security approach.

The Infrastructure Team has been working in coordination with Tom Cousino to help provide network and multimedia resources to a temporary classroom and lab environment for the Vet Tech program in Elkhorn. The target is to have these facilities in place for our students early in November.

User Experience

With the TechOps team, we have been evaluating options for our VDI infrastructure. The current technology was over-promised by the vendor and does not meet all the needs of our students. The infrastructure also requires a great deal of maintenance from our technical team to maintain.

There have been several events that have required video recording and streaming. We have been leveraging our Panopto service to provide these services. Additionally, we are able to send out these videos for captioning services very easily.

A special thank you to Marv Campbell, Equainess Price, Jonathan Becker, Brittany Werve, Zach Hansen, and Kristianna Pedersen for preparing the technology spaces for the iMET Ribbon Cutting event. Without their hard work, the ribbon cutting would not have been successful.

Information Systems

The investigation and design of options to compensate for the eventual phasing out of Web Advisor in favor of Self Service is in progress. The run-time configuration is being implemented.

Colleague Reports has been updated to support running and viewing scheduled reports.

The import of the 2020 Spring classes in to Colleague from Infosilem has been completed.

The project to automate the import of information from Advise has been completed.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

College Access

Area high school students attended Explore Gateways at the Burlington/HERO and Horizon centers. Additional Explore Gateways are scheduled for Elkhorn, Kenosha, and Racine campuses in the month of November, which will bring roughly 460 students to campus. NSS participated in several WEF fairs throughout October, including fairs in Kenosha, Franklin, Delavan and Milwaukee fielding questions from hundreds of high school juniors and seniors. NSS and SFS started hosting FAFSA workshops for high schools. NSS assisted SFS staff with College Goal and will also support Badger High School staff with hosting College Goal.

High School Partnerships

In the month of September the High School Partnerships department has almost finished up Transcribed Credit Registration for the Fall semester. Between Kim, Katie, and Sam they registered 138 sections of transcribed credit at 8 different high schools. The High School Partnership team hosted our high school Counselors at 3 different Counselor lunch and learns, at the Burlington Center, Horizon Center and, Newly remodeled IMET center. We always have such a fun and exciting time with our Counselors at this event we look forward to them every semester. Our Director Katie Graf attended the AACC and AASA conference in Washington DC with 2 of our Elkhorn Area High School Youth Apprentice students, along with their superintendent and CTE Coordinator, also along with our very own President Dr. Bryan Albright.

In October our team hosted 36 area high school partners at our annual High School Articulation Dinner. The attendees were able to spend time meeting with Gateway faculty member to share curriculum and best practices for our Transcribed Credit program. Finally our Team grew by one this month. We are very happy to announce our new High School Partnership Associate Mary Appenzeller! She comes to our team with a wealth of Gateway knowledge, she has been at the College for over 10 years.

Student Accounts

Student Accounts hosted the first Bursar/Student Finance Managers meeting in October. There were 12 WTCS schools that participated in the meeting that covered everything from collections, fees, payment plan, agreements to military and veteran education benefits. Student Accounts has recently created a new RedHawk Tech Training that will be covering 1098-Ts for the upcoming tax year. This training should help staff with student questions regarding their 1098-T tax form.

The Student Accounts Department invited County Veteran Service Officers from Racine, Milwaukee, Kenosha and Walworth counties as well as Vocational Rehabilitation & Employment Caseworkers to a collaborative event at our newly expanded SC Johnson iMet Center on Wed., October 30, 2019. Our guests play a vital role in referring newly discharged, unemployed, and under-trained veterans (and their families) to educational institutions. This was organized in an effort to better showcase what Gateway Technical College uniquely offers to incoming veteran and military-connected students. Ray Koukari led the group through a tour of

our newest facilities, Dr. Bryan Albrecht highlighted upcoming initiatives, and we fostered open communication regarding our Veteran Services that focus on individual attention. Feedback from the event was outstanding. We will reconvene annually at different campuses/centers to continue to unveil what Gateway Technical College can provide for our students!

Academic Advising

This month the Academic Advising team has contracted a NACADA consultant to complete an audit to identify potential barriers to excellence in academic advising. To better meet the needs of our students the advisors are offering district-wide walk in services November 11-20.

Express Services

Express Services met with Pre-College services during a recent training day to learn more about our various programs and how we can seamlessly serve our students.

Financial Aid

The Financial Aid Office began disbursement of financial aid funds (grants, loans, Promise, and scholarships) to students for Fall 2019. The team has begun discussions on setup for the 20-21 school year, reviewing documents, checking for needed updates for Colleague. Satisfactory Academic Appeals for Spring '20 opened up on Oct 1st. New team member, Jess Petre, who has worked in our office previously, immediately easily reacclimated himself to review appeals forms, processing DVR training grants, processing federal work study and joining our financial literacy team. The WTCS FA Directors meeting took place on the Madison College's Truax Campus. Took a tour of their Truax Campus to see how they service students and enjoyed a virtual tour of their new Goodman South Campus.

Student Finance Specialist

Along with the NSS, SFS began High School FAFSA Nights with Kenosha, Racine and Walworth County high school throughout their districts. College Goal Wisconsin events kicked off on the Kenosha Campus on Oct. 28th. They met with 313 students between walk-ins, appointments and workshops. The SFS have also been busy with the Co-Curricular Assessment for HLC, by having students complete surveys to assess the service they receive while attending All Things Student Finance Workshops. Team members took advantage of professional development opportunities with one attending the 2019 MASFAA conference in Lombard, IL and another attending the Fall 2019 WASFAA Conference in Steven Points, WI. One team member, along with the Director of Financial Aid, participated in the PowerUp Educational Fair held at UW Parkside. Began setting up dates for Promise workshops that will begin in January. SFS partnered with Learning Success to offer GradReady Financial Literacy Student Success Workshops.

LEARNING SUCCESS

Student Support Counselors

The Student Support Counseling team completed the pilot program of mindfulness and meditation offered to both students and staff each week. The attendance was good, having a mix of both staff and students interested in a contemplative practice that not only targets groundedness and centeredness, but also creating new

pathways for positivity, gratitude, and empathy. Also, Nicole Gustafson received a scholarship from the University of California-Berkeley to attend a conference on The Science of Happiness, which focuses on the components that lead to creating healthier, more positive, and more meaningful lives through connection and empathy. As a team the Support Counselors continue to actively promote these components of healthy living and personal wellness. Additionally, the team has offered Strengths workshops that address relationships with oneself and others.

Testing Services

Testing Services has partnered with S.C. Johnson to provide pre-employment screening at our Racine location. Candidates are able to take their pre-employment screening in our testing center and then, based on their results, may be qualified to interview for a position on-site the same day. Since July, we have hosted over 150 candidates and may be hosting an additional 300-400 this November! We are pleased to be able to support our local community.

BUSINESS & WORKFORCE SOLUTIONS

BICSI

BWS instructors Dennis Usky and Randy Reusser attended the BICSI Fall 2019 Conference in Las Vegas, NV. Dennis & Randy are both BICSI Registered Commercial Data Designers (RCDD) and by attending the conferences they receive updates on the latest products and technologies and are able to renew their credentials.



Dennis and Randy met with Legrand, a copper and fiber product specialist company, to evaluate and provide input for Legrand's new line of products. Dennis and Randy also had an opportunity to network with companies interested in working with Gateway.

Results for the 2019 BICSI Board of

**BICSI Board of Directors Election
THE RESULTS ARE IN!**

Thank you to all who voted during our last election cycle. This year saw more candidates than ever before, each one eager to help guide BICSI into the future. Every individual had something valuable to offer and we are grateful to all who ran.

Congratulations to our newest members who will serve on the 2020-2021 BICSI Board of Directors:

PRESIDENT-ELECT	TREASURER	EMEA REGION DIRECTOR	U.S. NORTH-CENTRAL REGION DIRECTOR	U.S. NORTHEAST REGION DIRECTOR
 Carol Everett Oliver , RCDD, DCDC, ESS CEO Communications Cape Coral, Florida, USA	 David Richards , RCDD, NTS, OSP, TECH, CT Chatsworth Products, Inc. Arden, North Carolina, USA	 Barry Shambrook , RCDD GIA BC Hornchurch, Essex, UK	 Randal Reusser , RCDD, TECH, CT Gateway Technical College Kenosha, Wisconsin, USA	 William Foy , RCDD, ESS, NTS, OSP, WD S2N Technology Group Bethesda, Maryland, USA

The new Board will officially be inaugurated on **11 February 2020** during the BICSI Winter Conference & Exhibition at the Tampa Convention Center in Tampa, Florida.

Directors Election

The BICSI Board of Directors election was held during September 2019. BWS instructor Randy Reusser was elected to U.S. North-Central Region Director. The North-Central region includes the states: Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin. Randy received support and recommendations from Steve McNaughton, BWS Dean and Matt Janisin, BWS Vice President. BICSI Board of Directors members serve a 2 yr term. The new board members will be inaugurated on February 11, 2020 at the BICSI Winter Conference & Exhibition at the Tampa Convention Center in Florida.

Fab Lab

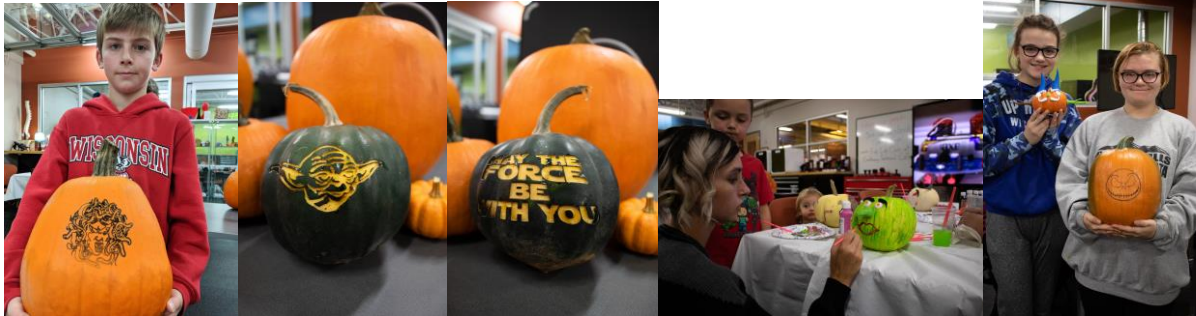
R.E.A.L. School students have received instruction to set up SolidWorks projects on the 3D printers.

The Fab Lab demonstrated the Snap-on multimeters for the High School Administrators Fall Breakfast on the 9th.

The Graphics Communications class toured the Fab Lab and received training on how to laser engrave on wine bottles for their restaurant and wine design projects.

The Fab Lab Club hosted the annual pumpkin carving event, 56 people attended and brought pumpkins to carve, paint, adorn with 3D printed accessories, and laser engrave.

The Mobile Fab Lab went to the Jefferson County Fairgrounds for the 4H hosted Rocketry Fest. 3D printed rockets were among the rockets launched on the 26th. The Interior Design class visited the Lab for a tour to explore what they can make on our equipment.



Fast Forward

The evening CNC class finished the last week of October with 12 students completing. Students participated in mock interviews which set the stage for the real interviews they are participating in now. As a result of their hard work, many students have had multiple job offers within the CNC field.

There are four trainings remaining and they will start in 2020: Industrial Maintenance, Certified Logistics Technician, and Manufacturing Operator. Carpentry Construction is set to start in May 2020 and will follow the summer semester dates.

Metallica Grant-Telecom on Demand

Students are finishing classes in the program and are set to wrap up at the end of the semester. Currently, the students have earned 153 certificates and certifications, 100 course credits, along with many completed classes. In November, these students will meet with employers from the area. The day will include a networking event, and a reverse job fair. Students will have the opportunity to highlight what they have learned in the class and exhibit to employers the value they would add to a company. The grant ends on November 30, 2019 and students will complete classes in December.

Gateway was once again part of the Wisconsin Manufacturing & Technology Show 2019 at State Fair Park and over a dozen Gateway volunteers staffed the booth over a three day period. This is a large manufacturing event held every 2 years and with around 5000 attendees. WIMTS is a business event that combines well-known companies, products & key buyers in manufacturing. WIMTS is the industry-leading Midwest manufacturing trade show—from additive manufacturing to robotics, machining centers to welding, tooling and fabricating equipment and many more technologies in between.



Gateway hosted Dawson Community College (Montana) for a tour October 21-23. The guests included Scott Michelsen - President, Traci Masau – VP Academic Affairs, and Mike Chavers – CEO, Yellowstone Boys and Girls Ranch. They visited with members of Snap-on and NC3 and learned how Gateway partners with industry both locally and nationally. They experienced a large variety of Gateway programs and campuses including Horizon Center, iMET Center, Trane Energy labs, Law Enforcement Academy, Pike Creek Horticulture Center, Greenlee Electrical Apprenticeship lab, and the Lincoln Electric partnership with our welding program. The timing couldn't have been better, they were able to celebrate with Gateway at the iMET Center Ribbon Cutting celebration.