



**Gateway Technical College**

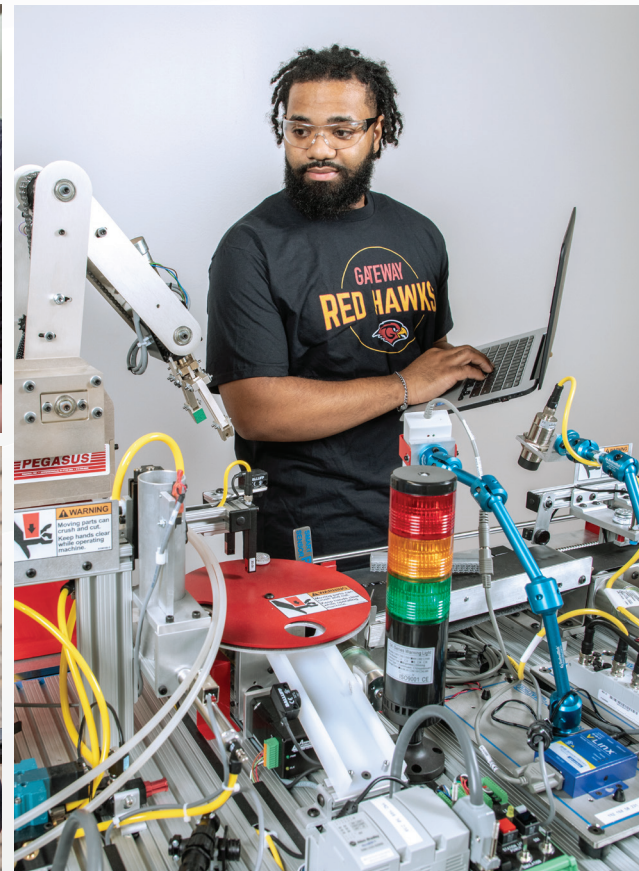
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**Presidential  
Search Profile**

# The Opportunity

**Gateway Technical College has been a leader in career and technical education in Wisconsin – and the country – for more than 110 years.** Rooted in Southeastern Wisconsin, the college has an unwavering dedication to its students that extends beyond the classroom, ensuring lasting success by providing them with relevant, hands-on training and support services to meet their individual needs. Through the solid partnerships it's formed, sense of community it's fostered and future-focused mindset it's upheld, Gateway has established itself as more than a place to gain an exceptional education – it's become a key partner in driving our region forward.

As the college embarks on the exciting, yet crucial, journey of finding its next president, it seeks a strong, dedicated leader prepared to stay true to its vision of making life-changing educational opportunities a reality, while reinvigorating the college and driving it forward. Embodying exemplary communication, confidence and integrity is vital as the next president works to build relationships, continue to create a sense of community and ensure Gateway excels in meeting the needs of students and communities. Above all else, the next president must prioritize strengthening Gateway's solid reputation as a leader in technical education through their trusted decisions and actions.



# Gateway Technical College

## Our Mission

We deliver industry-focused education that is flexible, accessible and affordable for our diverse community.

## Our Vision

We make life-changing educational opportunities a reality.

## Who We Are

[Gateway Technical College](#) has a sterling local, regional, national and international reputation as a cutting-edge two-year technical college that provides hands-on career training to more than 20,000 students annually and meets the needs of area employers and the communities we serve.

Serving Kenosha, Racine and Walworth counties in Southeastern Wisconsin, the college's commitments to innovation and preparing students to succeed in their fields through state-of-the-art training have been cornerstones since Gateway became the first publicly funded technical college in America in 1911. Gateway remains a leader among the 16 colleges in the [Wisconsin Technical College System](#).



## Location

- Gateway serves the tri-county area of Kenosha, Racine and Walworth counties in Southeast Wisconsin
- Three main campuses in Elkhorn, Kenosha and Racine, plus four centers and 27 approved additional locations
- Five embedded Advanced Technology Centers, which offer highly skilled, career-specific training in the fields of emergency response, healthcare, transportation and advanced manufacturing

## Organization & Leadership

- Member of the [Wisconsin Technical College System](#), the coordinating and oversight body for Wisconsin's 16 public two-year technical colleges
- A 9-member appointed Board of Trustees represents the tri-county area and serves in a visionary and fiscal oversight capacity, selecting the college president
- The college president and Executive Leadership Council provide leadership and strategic direction
- 350 full-time and part-time staff and 225 full-time and part-time faculty serve our students and communities
- Strong fiscal management of the college's \$158 million budget resulting in a Moody's Aaa rating

## Points of Distinction

- Only public college or university in Wisconsin identified as a [Hispanic Serving Institution](#)
- Named a part of the [FirstGen Forward network](#) recognizing Gateway's commitment to improving experiences and advancing success for first-generation college students
- [Military Friendly Gold designation](#) recognizing its leading practices, outcomes and effective programs. The college has received a Military Friendly designation every year for more than a decade.
- 5% FTE enrollment increase from 2023-24 to 2024-25
- #1 Technical College in Wisconsin for number of high school students taking coursework for the third straight year across all colleges and universities
- Gateway Foundation creates opportunities for students awarding more than \$570K in aid to 673 students last year
- Gateway is the founding educational member of [National Coalition of Certification Centers \(NC3\)](#), which has grown to 2,234 participating colleges. Gateway has issued 31,843 certifications since 2007
- Gateway adds more than \$746.7 million to the local economy and the state gains a cumulative benefit value of \$7.90 for every dollar invested in Gateway

# Leadership Agenda

**The next Gateway Technical College president will be an innovator and relationship builder, someone who embraces the culture of the college and builds towards the future, as well as seeing the challenges facing the college as opportunities for growth and success.** They will be aided in their endeavor by the vision the region shares of Gateway as a vital partner in economic growth and development and a clear factor in community well-being.

## Strategic Opportunities

### Advocacy and Partnerships

- As the leader of a well-respected educational institution and core economic driver, the president will be expected to manifest a strong public role and presence in the region. They will need to work with governmental leaders and private funders constantly if the college is going to move forward in meeting community needs.
- The next president will have the opportunity to expand and strengthen partnerships with several important new and growth industries in the region.
- State of Wisconsin funding realities require balancing increased enrollment, new employer demands and the need for positive and inclusive student support. To successfully move forward, the college will need to build alternate sources of revenue and continue to seek outside support. The college must continue to ensure the right decisions are made to balance as well as pursue additional revenue sources.
- As part of our ongoing effort to keep funding strong, the president will make the case to state and federal lawmakers for continued and enhanced funding.
- The new president will continue to connect with community and industry leaders to seek added and diversified revenue sources and pursue more robust and mutually beneficial partnerships.

### Organizational and Operational Leadership

- The next president must exercise focused financial and revenue development leadership.
- The president will be expected to review strategic operational efficiencies and planning at the college and heighten systematic execution.
- Gateway Technical College has undergone significant leadership changes in recent years. The next president will provide stability as well as support for shared governance, while building internal trust and shared goals.
- Gateway's staff and instructors are known throughout our communities and the region as experts in their career fields, and that includes helping to create a strong college. The next president will have the opportunity to align executive structures and empower employees to provide leadership and reshape and reenvision the college at many levels.
- Establishing an institutional culture of engagement will be an important concern of the next president. The president is expected to unify the college around common goals.

### Academic and Student Focused

- The college needs to continue an efficient, comprehensive program review to align its mix of responsive workforce offerings, certifications, degrees and licensing programs required in the region as well as an increasing number of general education and programs for transfer.
- The next president should consider the development of a program of skill trades applicable across multiple industries.
- The tri-county area served by Gateway Technical College represents a broad array of diverse conditions and situations for students, including many who are resource challenged. Student support is increasingly necessary for addressing basic needs and mental health/wellness needs. Wrap-around services to students in all settings must be a priority concern.
- Gateway is known for its positive and inclusive student support resources and culture, and the next president would seek to build on that foundation through hands-on involvement with the students and stakeholders who make it possible.

# Leadership Agenda

## Future-Focused Vision

- Gateway Technical College expects its next president to maintain its position as a critical pillar of the regional community and continue its position as a major economic driver.
- A culture of engagement, vision and innovation to benefit students and communities has made up the backbone of Gateway. Developing even stronger internal collaboration to increase innovation and creativity will be necessary to meet the critical moments ahead. Leadership must increase engagement with and between employees, students and the community.
- To meet future regional needs, the college must continue its comprehensive operational modernization strategy. Realigning processes with emerging technologies, including AI tools, will drive significant efficiencies, elevate the service for students and community stakeholders, and establish a robust framework for data-driven decision-making.
- The president will be expected to review strategic operational efficiencies and planning at the college and heighten systematic execution. Gateway has a number of efforts and the president will need to advocate and move them forward. They should be ready to come in and provide strategic, overall direction.

## Strategic Priorities

To move the college forward and ensure its long-term success, the next president should be prepared to focus on several key strategic priorities that strengthen partnerships, build a connected college community, ensure fiscal stability and position Gateway as a future-focused leader in career and technical education.

- Conduct outreach and listening tours to connect with the district and college community to develop a full understanding of the opportunities and needs that exist in Southeastern Wisconsin.
- Provide institutional guidance and focus on solidifying data structures and reporting to support changes in governmental requirements and the development of the future 2028-2033 Strategic Plan.
- Develop, implement and lead plans for diversifying Gateway Technical College revenue sources.
- Work with the Executive Leadership Council to best align college strengths with structures, building shared governance and leadership to maximize impact on mission.
- Support business process review, innovation and use of new technologies like AI to increase effectiveness and return on investment.
- Work with the Presidential Transition Team to become deeply engaged in the Southeastern Wisconsin community.

## Desired Leadership Attributes

The next president of Gateway Technical College must be a steady, values-driven leader who builds trust through visible integrity, respectful relationships and consistent follow-through. This is a role for someone who can listen deeply, communicate with clarity and make timely decisions that enhance understanding and boost confidence. The president should be intensely student-centered and community-rooted – committed to belonging and access, attentive to the lived realities of today's learners and proud to tell the story of Gateway's impact across the region. The ideal candidate should possess the following desired leadership attributes:

### Restorative and Values-Driven

The next president of Gateway Technical College must be a steady, trustworthy presence — open, honest, and guided by integrity. This leader builds confidence by doing what they say they will do, inviting feedback with an open mind, and setting a tone of transparency and fairness. In moments when trust has been shaken or the team feels directionless, the president restores stability through consistent follow-through, principled decision-making and a clear sense of purpose that people can rally around.

### Student-Centered

The president of Gateway must be deeply student-centered and culturally competent, understanding the needs of the diverse communities the college serves and ensuring every student feels seen and supported. This includes helping students understand how programs connect to careers and life goals, addressing barriers of cost and modality and strengthening retention through practical, empathetic improvements. A student-centered leader treats belonging, clarity and support as essential to success — and not merely optional enhancements.

# Leadership Agenda

## **Highly Relational Leadership**

Gateway Technical College requires a highly relational leader who can connect with all types of personalities and build strong internal confidence among faculty, staff and administrators. The president must be visible and approachable across campuses; invite all voices into decisions; and build cohesion across roles, departments and generations. The ideal president values the professional experience already within the college, listens deeply to the realities of teaching and operations, and brings people into the tent—especially those most affected by decisions. The desired leader will empower others to lead, help teammates grow in confidence and strengthen collaboration across divisions and campuses.

## **Effective Communicator**

The next president of Gateway should be visible, engaged and able to align the institution around a shared message that supports the college. The ideal leader seeks opportunities to clearly and consistently communicate, not only to inform but to create understanding: explaining how the college works and what it needs to innovate. The ideal leader communicates the “why” behind decisions, closes feedback loops and respects employees’ time with purposeful messaging.

## **Committed to the Learning Experience**

The president must champion a holistic vision of the learning experience that integrates every touchpoint of the educational journey. This requires equal dedication to cultivating a dynamic classroom environment driven by excellent faculty while strategically leveraging advanced technology and high-quality learning resources. Furthermore, the leader must foster a supportive student experience that prioritizes comprehensive academic and personal well-being, ensuring a seamless experience that empowers learners inside and outside the classroom.

## **Adaptive and Data-Driven**

The president of Gateway Technical College must be decisive within the bounds of good leadership: gathering input, evaluating data and then setting a path forward without hesitation. The ideal leader can deal with uncertainty, make difficult calls with limited resources and take responsibility for outcomes. They create action plans, build buy-in and remain steadfast when change creates pushback — while still listening carefully and adjusting when warranted.

## **Strategic Collaborator**

The president of Gateway Technical College will be a strategic visionary with a futuristic perspective — able to identify the institution’s path forward and do it exceptionally well in a competitive environment. They have an innovative mindset, open to new approaches and opportunities to lay a strong foundation for the future. They translate vision into clear goals, measurable action plans and shared direction, mapping strategies to accreditation and ensuring progress is real and visible. This leader understands technical education and workforce development as central to Gateway’s mission and builds a strong competitive edge by aligning programs with industry needs now and in the future.

## **Strong Operational and Financial Acumen**

The president of Gateway must bring strong financial and operational acumen — knowing how to streamline thoughtfully while protecting what matters most. They use data to allocate resources, identify where the college delivers the greatest value to students and make disciplined decisions that strengthen and sustain core operations. The ideal leader understands academic culture and operational realities, balancing efficiency with the human needs of an institution that educates and serves.

## **Change Agent and Team Builder**

Gateway Technical College desires a proven change leader with the courage and skill to boost morale, strengthen trust and create a solid institutional culture. This includes supporting strong leaders, encouraging and developing high-performing teams and establishing expectations that rebuild pride and stability across the college. The ideal candidate will lead by example, motivate others and create a workplace culture where collaboration and unity are key and where people feel supported to do their best work. The desired leader will empower others to lead, help teammates grow in confidence and strengthen collaboration across divisions and campuses.

# Leadership Agenda

## **Bridge Builder**

The next president must serve as a visible, accessible bridge builder — especially in a region where relationships are earned through presence and authenticity. The ideal leader will cultivate strong partnerships with business leaders, donors and regional institutions, retaining key industry relationships while also expanding them. They understand the economic development ecosystem and Gateway’s role within it, ensuring the institution remains a leading force for workforce opportunity and community prosperity.

## **Resource Development and Advocacy**

The president of Gateway Technical College must understand how public systems work — how the state and federal legislatures function, how local leaders are critical partners, how advocacy creates outcomes and how to engage with clarity and intention. The ideal leader advocates for the institution and shows up where it matters (including Madison or Washington) to build support and unlock resources. At the same time, they seek out partners and donors, positioning external investment as mutually beneficial support for students, programs and the region’s future. The president of Gateway serves as an authentic public face and storyteller. They build durable partnerships with employers, K-12 schools, community organizations and local/state/federal leaders.

## **Professional Qualifications**

- An earned doctorate or other terminal degree from an accredited institution.
- A distinguished record (at least 5 years) of progressively responsible administrative roles in a two year college or other complex organization.



# A Vision for the Future

Gateway developed its strategic plan, Elevate 2028: Rise Above, Reach Beyond, in 2024 with the help of more than 450 community members, students and staff who provided input to help shape the college's strategic priorities.

This stakeholder input, along with an analysis of data and trends impacting the college, provided the foundation for the development of the plan's goals and objectives.

## Goal 1: Student success

Gateway will actively work to provide student experiences that support student success from pre-enrollment through graduation by increasing the enrollment pipeline and retention rates.

## Goal 2: Community engagement

Gateway must work closely with its partners to ensure it provides pathways to prepare all learners for the workforce of tomorrow. This will be done by building and expanding mutually beneficial community partnerships and strengthening connections to business and industry.

## Goal 3: Organizational excellence

Gateway will continue to strive to foster an organizational culture that builds community and is focused on excellence by improving employee engagement and increasing operational sustainability and long-term organizational health.

Take a closer look at [Gateway's strategic plan](#).



# Our Students & Graduates

## 2024 - 2025

**21,363**

Total number of students

**28**

Average age

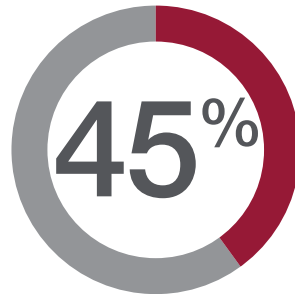


**84%**

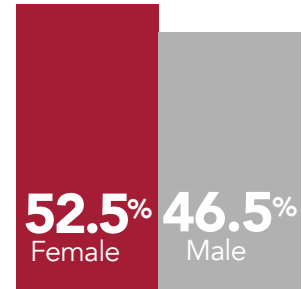
part-time program students

### County of Residence

- Kenosha County: **29%**
- Racine County: **39%**
- Walworth County: **19%**



students of color



**7,608**

Total number of Dual Credit students



**2,075**

graduates and 961 certificates awarded

**95%**

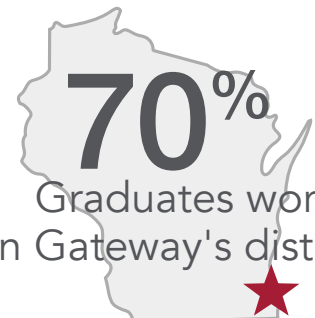
Grads satisfied with Gateway education

**89%**

Graduates in the labor force are employed

**\$63,500**

Median annual salary associate degree graduates



**70%**

Graduates work in Gateway's district

# Building Big, Bright Futures



At Gateway, we believe in meeting every student where they're at – whether they want to [earn their GED](#), take college classes in high school through [dual credit](#), start here and [transfer to a four-year college](#) or make a [career change](#), they can do it all.

The college offers a range of [one- and two-year degree programs](#) as well as [12 apprenticeships](#) and [40+ certificates](#), providing many educational opportunities for students to choose from. Gateway's in-demand, career-focused programs ensure the college supplies local industries with highly trained workers and residents with opportunities to begin well-paying careers.

**69** degree and diploma programs

**14** program-level accreditations

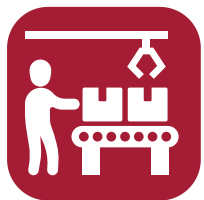
**116** transfer agreements

**54%** of students graduate within 3 years

**Graduates ROI**

\$442,700 in higher lifetime earnings

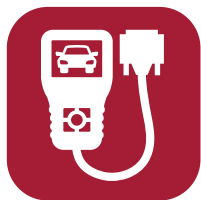
## Programs in high-demand



Manufacturing,  
Engineering  
& Information  
Technology



Business



Transportation



Health



Protective &  
Human Services



Liberal Arts  
& Sciences

# The Gateway Difference



## Take a closer look at a few of the college's main priorities and passions, which give us – and our students – an advantage.

**Dual Credit.** Gateway is the state leader in [dual credit opportunities](#), providing a cost-free way for students to earn college credits while in high school. In 2024-25, a total of 7,608 students participated in dual credit, earning 598 credentials before they graduated high school. Gateway leads Wisconsin for the third straight year in headcount, credits earned and credits awarded.

**Student success.** Student success is not just a priority here, it's a promise Gateway makes to its students from the very start of their academic journeys. Our Student Services team guides students through the application process, career exploration, academic planning and much more, while our range of support programs meet the varying needs of students. From enrollment through graduation – Gateway gives students the access and tools to reach their goals.

**Unique scholarship opportunities.** In February 2016, we were one of the first colleges to create a [Promise program](#), which fills the gap between financial aid grants received and the cost of a college degree. The Promise continues to provide opportunities for recent high school graduates, and hundreds have earned their Gateway degree because of it. The college also set up a [Promise 2 Finish program](#) which provides scholarships to adults to return to college and finish their degree. Gateway also created the [SC Johnson STEM Scholars Pathway program](#), providing students with financial and student support to complete a science, technology, engineering and math-related academic program.

# The Gateway Difference



**Dedicated staff and faculty.** Every Gateway student receives hands-on training and expert instruction from skilled faculty who have years of experience in their fields. Our faculty bring valuable, real-world expertise to the classroom and are excited to share their knowledge and perspective with students. This expertise, combined with the latest advancements in technology – like robotics, AI, virtual reality and simulators, along with state-of-the-art facilities and real-world experiences – give Gateway students an edge in their careers.

**Moon Shot for Social and Economic Mobility** is a multi-year project in partnership with EAB that focuses on student retention and completion. [Initial projects included](#) implementing a proactive advising model, microgrants for students near graduation and hold reform, all supporting completion. In addition, efforts are currently underway related to fostering belonging in the classroom, curricular mapping and improving course outcomes.

Gateway's overarching goal with Moon Shot is to increase third-year completion rates for new students from 47.8% to 60%, all while eliminating equity gaps across the college.



**Innovation.** Gateway has fostered a culture of innovation, giving students new ways to train on the most advanced equipment and gaining skills to enter solid paying careers. Innovative training and a spirit of creating new programs also mean meeting the workforce needs of area businesses quickly. Manufacturing, information technology, health care and artificial intelligence are recent areas where innovative ideas have meant advances in training recognized by area and regional businesses.



**Partnerships.** Gateway's public and business partnerships have long been a strength of the college, and it's recognized throughout the state – and even country – for its excellence in this area. Partnerships with such companies as Snap-on Incorporated, SC Johnson, Microsoft, Trane, LAB Midwest, Rockwell Automation, HARIBO, Fanuc Robotics and Haas Automation have provided students access to donated and shared high-end equipment and advanced in industry advanced concepts. These companies have also provided resources in a number of other ways to benefit the college and its students.



# Welcome to Southeastern Wisconsin

Gateway has locations throughout [Southeastern Wisconsin](#), with its three main campuses in Racine, Kenosha and Elkhorn and specialized training centers in Kenosha, Sturtevant and Burlington.

Nestled between Milwaukee and Chicago, the tri-county area of [Racine](#), [Kenosha](#) and [Walworth](#) counties promises a great place to live, work and play. Offering something for everyone – from the outdoor enthusiast looking to hike, hunt, boat or ski to the foodie with a taste for ethnic and regional dishes – it boasts a mix of urban and rural settings. Residents enjoy close access to college and professional sports, performing arts venues, cultural events, museums, zoos and much more.

Solid K-12 districts and well-regarded higher education institutions provide ways for students and workers to gain skills for nearly any career goal, while a diverse business community with deep roots in the manufacturing industry and a backbone in the advanced manufacturing sector offer plenty of opportunities for employees and the economy to thrive.



# Applications, Nominations & Expressions of Interest

[AGB Search](#) is pleased to assist Gateway Technical College with this leadership search.

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The Gateway Technical College Presidential Search Ad Hoc Committee will begin the review of applications immediately and will continue to work until an appointment is made. To ensure full consideration, applications must be received by 11:59 pm CDT on Wednesday, March 4, 2026, and must include:

- Letter of interest addressing the experience and qualifications identified in the profile.
- A curriculum vitae/resumé.
- Contact information for five professional references (to be contacted with the candidate's permission at a later date).

Applications should be in PDF format and submitted through the AGB Search portal using this link: [Gateway Technical College - President](#). Application materials should be kept to no more than 10 pages.

AGB Search is assisting with this search. Nominations and expressions of interest may be sent to [GatewayTechPresident@agbsearch.com](mailto:GatewayTechPresident@agbsearch.com) or one of the AGB search consultants:

**Kim R. Bobby, Ed.D.**  
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Gateway will not discriminate against any employee, applicant for employment, student, or applicant for admission based on race, color, national origin, ancestry, sex, sexual orientation, creed, religion, political affiliation, marital status, parental status, pregnancy, disability, age, membership in any reserve component of the armed forces, union affiliation, arrest and conviction record, or any other protected category under applicable local, state or federal law.

Gateway Technical College is an [Equal Opportunity/Access Educator/Employer](#) operating under an Affirmative Action Plan. Reasonable accommodations and auxiliary aids will be provided for qualified individuals with disabilities. If you have a disability and need special accommodation for the application process, please contact the Office for Equal Opportunity and Civil Rights at [compliance@gtc.edu](mailto:compliance@gtc.edu) or 262-564-3062. Women and minorities are encouraged to apply.

Your safety while employed at Gateway Technical College is one of our top priorities, so we encourage you to read our [Annual Security Report](#) (click the link for the full report). This report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Violence Against Women Act. This report includes crime statistics, institutional policies on campus security and safety, alcohol and drug use, crime prevention, the reporting of crimes or incidents, sexual misconduct, and other important matters. Please feel free to email [compliance@gtc.edu](mailto:compliance@gtc.edu) or call 262-564-3062 to request a hard copy of the report.

