



PRESIDENT'S REPORT

November 20, 2014

GATEWAY AS A LEADER

WEDD will be offering 55 open enrollment professional development workshops between January and May 2015. In addition to software and Lean Six Sigma workshops which have been offered in past years, new areas for workshops include professional writing, supervision and leadership, OSHA 10 and 30, Lock Out Tag Out, robotics, CNC programming, Solidworks engineering software, blueprint reading and Spanish language blended courses - all topics requested by WEDD customers. Open enrollment allows companies to send one or just a few employees, as well as individuals to get the training they need. Most classes will be held at the iMET with the addition of evening and Saturday offerings. Watch for the online and printed workshop schedule in mid-November.

ACADEMIC AND CAMPUS AFFAIRS

Developmental Education

- Attended the WTCS Career Pathways Boot Camp hosted by WTCS System Office on October 1, 2014
- 3 ABE Faculty are participating the ANI (Adult Numeracy Institute) Training for FY 2014-2015.
- 6 ABE/ELL Faculty attending the fall 2014 GED and Adult Literacy Conference held October 15th and 16th.
- On October 22nd and 23rd, 50 students from UW-Parkside's Intermediate Spanish and Spanish Grammar and Composition courses visited the ELL courses on the Kenosha campus to practice listening and speaking skills.
- The ELL Faculty hosted a visiting professor from the Netherlands from October 12th – 25th.
- Recruitment for the spring 2015 Marketing Bridge Program has begun.

Service Occupations Divisions

Serve, Protect, Rescue, Instruct, Nourish and Transform

The EMS program appointed Dr. Ben Feinzimer, a Kenosha ER physician as the new medical director for Gateway Technical College EMS programs. Dr. Feinzimer will replace Dr. Greg L. Brown, a former ER Physician practicing in both Racine / Burlington who has left the field of Emergency Medicine to pursue Family Practice medicine.

Dr. Feinzimer is a former volunteer firefighter/EMT with a rural department in Ohio, has a master's degree in organizational psychology, served the University of Illinois - Chicago as the education chief / simulation lab liaison, continues to serve as a physician for the Illinois Emergency Medical Emergency Response Team (IMERT), and through his affiliation with the United Hospital System (Kenosha Hospital & Medical

Center / St. Catherine's Hospital) provides medical direction and coordination for numerous Kenosha County Department Fire/EMS agencies.

Dr. Feinzimer is very excited to join the EMS program at Gateway Technical College and reports "I have been very fortunate to marry my two career goals - teaching and field medicine." "Performing roles both in and outside the hospital, including supervision of a field response vehicle program allows me to dedicate my entire work life to improve pre-hospital patient care."

The Culinary Arts Team has been very busy. October 10th hosted the first Demonstration with the Butter Buds and the community. The next Demonstration Kitchen Cooking event is scheduled for December 5th featuring a chef from the Beef Council. The Culinary Club is active with "Fried Chicken Friday's" every Friday. They annual "Chili Cook Off" will be held on Friday Nov. 7th. The culinary Arts Team will be hosting a United Way Fundraiser on November 21st. Participant will pay \$10 to learn how to make a pie crust from scratch just in time for the holidays. The lucky participant will leave with an Elrod's famous pie crust recipe and a pie to share. All proceed will be donated to the United Way.

Barber/Cosmetology – We are waiting on direction from the State for reduction in program hours to 1550. We have enhanced the mandatory orientation to include some skills components and put together a new flow chart for advisor and student information. We also continue to perform community services: 10/11 Stand Down free haircuts to veterans. Breast Cancer Awareness Service Discount, Halo, Food Bank, and Shepard's College. A new Aide for Barbering will start 10/28/14.

Early Childhood Education – Christina Cook is the new faculty member. They are working on a 30-year review of the program and a potential to offer credit for prior learning options. Ten ECE students are going to Belize in the spring.

Human Services Program – We are planning for Spring Internship Supervisor's Brunch. The HSC club had its first meeting. We are looking at offering a weekend conference. Working with YMCA clients on job preparation. The observation room is completed and will be used for interviewing and group classes. Four to five students will be going to Belize.

Law Enforcement Academy – 23 full-time recruits will graduate on December 18th and 12 part-time recruits who started in September, will graduate in June. The new office space will be completed October 22. Waiting for approval to prepare the build-out of an additional facility for LEA program on the Kenosha campus. Met with Jayne Herring to complete a recruitment video.

Elkhorn Campus

The student commons area of the South Building is taking shape nicely and furniture is being delivered in a couple of weeks. We are installing wall-mounted monitors and creating a safe track through the demolition area to the new rest rooms that service the South Building.

Once again the psychology classes on this campus will sponsor our Giving Tree Christmas drive for Twin Oaks shelter (homeless shelter in Walworth County). Ornaments bearing the age and sex of a needy child resident will be available for volunteer faculty, students and staff who will in turn purchase a suitable gift for the holidays for presentation at the shelter gathering.

The campus is sponsoring a blood drive on November 22.

Support for the United Way of Walworth County continues into November with many staff members making a donation in return for wearing jeans on Fridays. National Healthy Eating Day was celebrated in Elkhorn on November 6, with samples provided by the Gateway Wellness Committee and students from the Horticultural program.

Dean of Campus Affairs Mike O'Donnell attended the combined Chamber Connect event at the Lake Lawn Lodge October 20 featuring Lt. Governor Rebecca Kleefisch. Later that evening he attended the Three Harbors Council of Boys Scouts Distinguished Citizen Award dinner at Carthage College. Mike participated in the November 6 meeting of the Walworth County Workforce Development Board and in the November 11 meeting of the board of the Elkhorn Chamber of Commerce.

Health Sciences Division

Gateway hosted a highly successful Health Career Job Fair in Kenosha on October 23.

Gateway Nursing faculty and staff provided two well attended in-services for Aurora Health Care personnel last month using our newly purchased birthing simulators in Burlington. Aurora wants to schedule more collaborative sessions using our well-equipped lab. Nursing also worked with Kenosha Fire Department twice in early November to provide emergency childbirth and neonatal resuscitation training using our Noelle simulator at Strawberry Creek.

John Ujcich's nursing students are providing multiple screenings at the Wisconsin Lutheran School in Racine this month after their school nurse position was eliminated.

The first meeting of the Veterinary Sciences Advisory Committee was held in Burlington on November 5. Seventeen representatives of the industry were invited to attend and we covered curriculum, equipment, and clinical placement and admissions criteria with great input from the group.

Several Nursing instructors have renewed their Certified Nurse Educator (CNE) credential, most recently John Ujcich and Ann Watry. Other Nursing instructors attended the November 6 CNE prep course offered through the Wisconsin League for Nursing at WCTC.

Dean Mike O'Donnell, Associate Dean Diane Skewes, and several Nursing instructors attended the fall conference hosted by the Wisconsin League for Nursing at WCTC on

November 7. Mike also attended the November 10 meeting of the board of Fisher House Milwaukee and the November 12 board meeting of the Milwaukee Area Health Education Center.

COMMUNITY AND GOVERNMENT RELATIONS

There has been a variety of activity with our communities this past month. We attended events at the Boys and Girls Club of Kenosha, the KABA annual dinner, the RAMAC annual dinner, the WCEDA annual meeting and the Burlington Chamber legislative breakfast.

On October 24th, a sustainability presentation was done at the ACCT national conference in Chicago. Thank you to Gary and Susan for their participation in this presentation.

The Center for Sustainable Living (CSL) has seen over 650 guests to date this year. This past month we have hosted Girl Scout troops, Boy Scout troops, school eco clubs, and high school field trips along with community workshops on gardening. On November 15th, the CSL hosted a career field trip of young adults from Illinois and Indiana. During this event, they toured the center and then visited other program areas to learn about careers in the area of sustainability.

On November 14th, Lee Colony, Jayne Herring and Stephanie attended a workshop at WCTC hosted by DMI on effective crisis media relations for Wisconsin Technical Colleges. This was a very informational workshop focused on the technical colleges.

As of October 29, 2014, the Foundation has raised \$344,380. This year the continuing student scholarship applications submitted were up by 20%; more than 370 students have applied for Gateway Foundation scholarships. Navy Ship 40-Kenosha has endowed a scholarship with the Foundation for veterans attending Gateway. This presentation took place on November 11th.

It has been another month of excellent media coverage on a wide range of topics throughout the district. We are seeing good results from our three-pronged effort in digital advertising.

December graduation plans and communications are well underway. The ceremony is on December 18th.

Our now full-staffed web team is shoring up the existing site structure in preparation for making some style and navigational changes. A team will be formed to ensure input that furthers our recruitment efforts.

The many facility projects continue as we are working on the Kenosha and Elkhorn projects to ensure that they provide the Gateway Experience for our staff, students and communities.

On Tuesday, November 4th, the college hosted the annual retiree luncheon. This was held on the Racine campus and the attendees were able to take a tour of the culinary program's new facilities.

FINANCE AND ADMINISTRATION

Business Office Staff In Service - The Business Office held its first ever retreat at the Center for Sustainability. Staff participated in a True Colors strengths assessment followed by a campus tour and multiple team building sessions.

The FY 2015-2016 Budget Process is on schedule with the calendar and parameters presentation to the Board in November. This year, to further provide transparency and collaboration to the budget process, Jason Nygard, will host multiple "Budget on Campus" sessions, provide budget training and updates at multiple Administrative in-services and meet with budget officers and ELC to ensure a collaborative, transparent and comprehensive budget.

P-Card Process Project Initiative - As part of our continuous process improvement initiative, Business Office staff kicked off the first meeting to identify the scope for the P-card Process project. The initiative is a collaborative cross functional project that will span multiple years with significant milestones for process improvement.

HUDDLE! - Management in the Business Office kicked off a new Monday morning routine where Business Office staff gathers for a brief "HUDDLE" to set the tone for the upcoming week. The HUDDLE is an opportunity for staff to get energized, share highlights for the upcoming week's events, and provide team recognition.

Districts Mutual Insurance - Highlights of the the Districts Mutual Insurance (DMI) Risk Managers meeting attended by Sue Debe in Madison on October 24, 2014, include:

- Business Continuity Plan - three items that should be included and confirmed in Gateway Technical College's Business Continuity Plan are :
 - Vendors -- Major vendors utilized by the college should have a crisis recovery plan so they would be available to assist the college with our business continuity plan.
 - Local Law Enforcement and Fire/Emergency Medical Services - The college should have a strong relationship and dialogue with these services as they will be critical partners and providers during a catastrophic event on campus. They will be in charge during the event so it is extremely important that a strong relationship between the college and these local services be acquired and maintained.
 - Training of Selected Employees in First Response - Ongoing training of all employees of what to do during a crisis on campus is highly recommended and DMI offers many tools for this training. Training of selected employees in first response has also proven helpful and effective in response to crisis events.

- DMI is sponsoring a Media Relations Workshop - November 13-14, 2014 at Waukesha County Technical County: Feeding the Beast: Effective Crisis Media Relations for the Wisconsin Technical Colleges of which several Gateway staff are attending.
- Round-table discussions included medical malpractice vs. professional liability insurance coverages, cyber risk insurance endorsement coverage for college-owned portable devices, and use of Google maps on campus.
- Safety National provided an overview of client services they provide which include management - safety essentials online, analysis - workers' compensation kit, and prevention - risk control services, safety partners, safety training resources.

HUMAN RESOURCES & FACILITIES

A Civil Rights On-Site Audit was conducted by four WTCS State Office staff on 10/30 & 10/31. The focus was on HR practices including recruiting, on-boarding, merit pay, and performance appraisal; Student Services including recruiting of students, multicultural centers, tutoring, disability services, and the CARE team. Their overall assessment was very positive with a key observation being the "wonderful transformation of the District". Their last audit was in 2007. They were especially pleased with our marketing efforts, the Student Finance Specialist and Veterans Affairs positions, the CARE team, use of WebAdvisor, our involvement in state called meetings, the facility upgrades, and most importantly the positive comments from students and staff. We should get a written report early in 2015.

Mike Gohlke started on 10/6/14 as the Director, Safety & Security. He brings an extensive law enforcement background with multiple colleges along with safety experience.

Debbie Miller along with five others from Gateway attended two days of VAWA (Violence Against Women Act) training sponsored by DMI. This is going to be a huge initiative with training of investigators and development of policies as well as training of all students and staff.

Work has begun on phase 4 of the Elkhorn project which includes the conference center, faculty offices, and Job Center & WECEDA offices. It is scheduled to be completed by March 1 when the current Job Center will be remodeled into a Veterinary Science training facility. Work has also begun on the Student Services department of the Kenosha campus to be completed by May of 2015.

INSTITUTIONAL EFFECTIVENESS

The District Curriculum Committee met three times in October to review all significant curriculum changes proposed by our programs for next year. This is a huge annual project coordinated by our Program Effectiveness Specialist, Jaime Spaciel. The District Curriculum Committee is a standing committee of faculty, staff, and administrators who provide oversight for our curriculum. With the committee work done, the Program

Effectiveness team will work on securing necessary state approvals and documenting all changes in print, on the website, and in our Colleague system.

Employee Learning

Gateway to Leadership, a new staff leadership program, is under development and scheduled to be rolled out in 2015. The program will target non-supervisory staff who desire to further develop their leadership skills.

Office of Quality Systems

All Gateway staff have now completed their White Belt Training. This training is also now a part of the Gateway Journey so that all new employees will have the opportunity to complete it.

The Quality Group in partnership with the National Council of Continuing Education and Training invited Gateway Technical College to present at their annual conference on the quality journey. Also in partnership with The Quality Group and WEDD, we are in preliminary discussions to create a Center of Excellence for Lean in Education.

The American Association of Community Colleges, the National Council for Continuing Education and Training, and the National Coalition of Advanced Technology Centers in a partnership with The Quality Group, have invited Gateway to their January 2015 WDI Conference to present on our quality model and creation of a Center for Excellence.

LEARNING INNOVATION

LID conducted a very successful divisional in-service on October 28th. Staff heard multiple updates from other divisions and participated in brain-storming activities to both list innovative projects they might implement, but they also planned in depth for the implementation of selected projects as well. The ice-breaking activity, the marshmallow challenge, was conducted to promote collaboration, teamwork, and creative thinking. More details can be found at the website <http://www.marshmallowchallenge.com>.

Distance Learning

- LID is updating web-based information for students who are considering online classes. This includes information such as browser tests, skill readiness questionnaires, computer skill assessments, etc. This information will provide ready tools for students who are considering if online learning is “right” for them.
- They are working with additional instructors to deploy Respondus Lock-Down browser. This tool provides added layers of security for remote online testing.
- LID will continue to support students and staff as they encounter difficulties with online technologies, etc.
- They are collaborating with the General Studies area of academics to provide additional offerings using the VANguard system.
- They have shared information about VANguard system with various school districts and high education partners to highlight our capabilities and generate interest in the academic offerings that use the system.

Information Systems

- Disabled SSLv3 on servers to eliminate the Padding Oracle On Downgraded Legacy Encryption (POODLE) vulnerability
- Re-keyed SSL certificates to use SHA-2 signatures which are more secure than SHA-1 signatures
- Upgraded Colleague database (UniData) to support SSL certificates using SHA-2 signatures
- Created initial data files for loading in to Infosilem
- Recruiter upgraded to 3.7
- Application for Graduation made available in Web Advisor
- Started the Online Petitioning project (black belt project)
- Improvements made to the Directory Information generation process
- Setting up processes to use Planet Press is on-going
- Working on reports in CROA is on-going

Server and Virtualization Technology

- Identified and repaired issue regarding users not able to log into VDI desktops after disconnecting.
- Continued work on AppVolumes Early Access Program with VMware. This will be replacing Unidesk as the application management portion of VDI.
- Migrated to new Video server.
- Beginning work on the new WGTD streaming and archiving server. Plans are to have a more reliable system that will not lose archiving configuration
- We will be scheduling the Horizon Workspace installation this month. This will help us have a consistent portal to VDI desktops, as well as access to other Gateway apps (i.e. Gmail)
- Testing team has been spending a lot of time fixing issues due to testing vendors applying updates and not notifying us prior to the updates. These updates have actually brought down Prometric testing numerous times.
- Printing team is finishing verifying printer inventory and locations that were not up-to-date from information left by Ricoh. Printer maps will be updated, and plans are being developed to update print drivers for end users to be more reliable and universal.

STUDENT SUCCESS

Admissions

Admissions has had a new upgrade to Recruiter! This will assist in processing student application documents in a timely and efficient manner. Workshops held on the Racine campus assisted students with the new background check process.

New Student Specialists

New Student Specialists are busy in their roles both on campus and in our high schools. Over 1,400 students have been registered in Transcribed Credit courses and over 200 high school students have been entered in our Recruiter system since September 1. New Student Specialists also attended the Wisconsin Education Fair and met with over 90 prospective students.

Testing

The Kenosha Testing Center has moved to its new home in the Academic Building, room A128. There are two large test rooms that can accommodate up to 24 testing candidates each as well as six private test rooms. We encourage everyone to stop by to see the new center and learn about our services. Testing Services also recently updated our website adding easier navigation, descriptions for exams, instructions on how to sign up and frequently asked questions.

Student Finance

The Student Finance Specialist have been focusing on promoting SALT Financial Literacy to students. This is a non-profit organization that Gateway has partnered with to educate our students and staff on making wise financial choices. The initial rollout of the program was in August of 2014. As of today, 1,351 students have signed up to use SALT. Our goal is to ensure that all students who graduate or stop attending Gateway use SALT to determine student loan repayment options and avoid going into default. In addition, we will be focusing on specific groups of students to work with to make smarter financial decisions while in attendance with the goal of retaining and graduating our students and having them in a position to repay their student loans upon graduation.

Student Accounts has been focusing on decreasing the uncollectible student debt. As part of this focus, Gateway has streamlined our collection process allowing us to send outstanding debts to collections sooner. Gateway is currently working with the Tax Refund Interception Program, Recover Management Services (RMS) and as of Fall 2014 State Debt Collection agency to reduce the uncollectible student debt. We have collected \$12,200 through our collection systems so far this academic year. For fiscal year 2014, we have seen a reduction in student uncollectible debt in the amount of \$335,000.

WORKFORCE AND ECONOMIC DEVELOPMENT DIVISION

Kate Walker & Greg Herker attended the NACCE (National Association for Community College Entrepreneurship) in Phoenix, AZ and led a presentation covering Fab Labs and their role in Entrepreneurship Eco-system at Gateway. Gary Krause (Gateway Alum & President of EKG Concepts) received the 2014 Entrepreneur of the Year award and gave a great testimonial on behalf of Gateway, to an audience of over 500 attendees.

October's Manufacturing Month activities brought nearly 1000 middle and high school students to the iMET Center & Fab Lab. Besides students getting a taste of what Gateway can offer, teachers and counselors were also able to gain new insight into the variety and strength of Gateway programs, including apprenticeships, that can quickly lead to high-paying, in-demand careers with our local manufacturers at our Employer Expo held Oct. 29th & 30th.

WEDD workforce training received approval for a Workforce Advancement Training (WAT) grant for BRP (Bombardier Recreational Products) USA located in

Sturtevant. The total project is \$27,840 with \$19,920 funded by the State for communication and management training.

Check out the latest Workforce and Economic Development Division monthly e-newsletter, Workforce M&M's: Marketing Made Lean & Manufacturing Expo by clicking <http://eepurl.com/6rHsP>.

On October 23rd, Kate Walker led a Spotlight Discussion at the Governor's Marketplace 2014 on the Women's Small Business Act 2014. There were approximately 20 participants and good discussion on the state's perspective of the federal proposal.

On October 27th, Kate Walker provided a 2-hour workshop on Gateway's Business Resources at the Racine Campus for the Multi-Cultural Students. This is the first of three sessions that will be taking place by year end including a November session on Launch Box co-working, and a December session on the Fab Lab.

Kristin Niemiec presented before the County of Racine Finance Committee and received an additional \$10,000 in support for the new Launch Box Accelerator program.

On October 21st, Launch Box Coworking celebrated it's first anniversary.

WEDD Instructor Randy Reusser joined the BICSI Emerging Professional Group (BEPG). BEPG is a grassroots initiative designed to engage and develop current and future information and communications technology (ICT) professionals and leaders. The goal is to bring youth and diversity into the Telecommunication Industry and the BICSI community through outreach programs tailored to their specific interests and needs. And, most importantly, the mission is to inspire current ICT professionals to join and become involved in the ongoing development of BICSI and the Telecommunications industry.

Randy Reusser secured a donation of nearly \$1,500.00 in telecommunication materials and consumables from HellermannTyton. HellermannTyton is a leading global manufacturer of systems and solutions which help world-class customers better manage and identify wire, cable and components. Located in over 34 countries, HellermannTyton offers an integrated approach in the design, manufacturing and delivery of its products which result in higher quality and lower costs for our customers. They have a manufacturing facility in Milwaukee.

Matt Janisin represented Gateway in Washington DC at the US-DOT during a summit on Strengthening Skills Training and Career Pathways Across the Transportation Industry which included attendees from all transportation areas: Aviation, Rail, Marine, Transit, Trucking, and Highway Construction.

The Horizon Center hosted a group from Saudi Arabia interested in partnering with Gateway, Snap-on, and NC3 in a similar way we have done with Morocco. They were very impressed with the certification equipment, curriculum and our facilities as a whole.

Two US colleges visited in October in addition to Delavan-Darien high school and KTEC middle school.

The Apprenticeship department is hosting an Industrial Manufacturing Technician open house, “Apprenticeship: Building Your Industrial Workforce” Thursday, November 13, from 1:30 p.m. – 3:30 p.m. at the iMET Center. This meeting will give employers an opportunity to ask questions and learn more about apprenticeship benefits for their company.

Lauri Howard, Director of Workforce Development and Terry Simmons, Dean of Service Programs met with the Operations Manager and a Job Developer from RESCARE Workforce Services which serves all three counties in Gateway’s district to discuss how WEDD can assist with providing job skills training for the FSET program - Food Share Employment Training. Currently 650 clients in this program who are unemployed or underemployed receive assistance in finding jobs through grant funding. WEDD staff are currently working on enrolling FSET clients in CNA, CNC, CDL, Forklift and CLT training.

Fast Forward Grants – WEDD staff will travel to Madison to support a presentation of the grant application submitted by Palmer Hamilton, a Elkhorn manufacturer. The request for \$101,000 represents over 700 hours of training and technical assistance. They will also travel to Madison with the team from Honeywell in Pleasant Prairie to present a request for \$282,000 which will fund a comprehensive facilities maintenance training program. Awards will be announced no later than November 23.

WEDD has developed a series of five supervision training programs for Kenosha County. Fifty supervisors will be trained in effective performance reviews, performance coaching and giving employee feedback. Training will begin in the last quarter of 2014 and continue throughout 2015.

Debbie Davidson represented Gateway at the Close It Skills Gap Summit in Washington DC where she participated in a “mash-up” session on Gateway’s Boot Camps. Debbie also represented Gateway at the Manufacturing Institute’s Education Council meeting.

Three Moroccan partners visited Gateway the week of November 3-7 to tour our facilities and learn more about our partnerships with Snap-on and Trane. The automotive diagnostic grant runs through March 2015 and the college in Morocco is undergoing the construction of a new automotive and mechatronics facility modeled after Gateway’s Horizon and iMET Centers.