



GATEWAY AS A LEADER

Gateway hosted Governor Tony Evers on Thursday, January 26th. The Governor along with the Secretary of Administration and the WDFI secretary visited the Kenosha campus and spoke with students from HVAC and Cosmetology. They discussed the importance of the training that is taking place at the college along with state apprenticeship programs. They also stopped by the Law Enforcement Academy and participated in a simulation. It was a great afternoon showcasing the programs at the college.

ACADEMIC AND CAMPUS AFFAIRS

Provost's Office

Our spring semester is off to a great start. One of the important things we do in the Provost's office at this time of year is work with the deans to determine which sections have enough enrollment to run. Our Run/Cancel meetings were very efficient this spring, and enrollment was good. We are especially happy to see large cohorts of students in our first-year classes. Also, we're finding students continue to want face-to-face classes, Zoom classes, and fully online classes. We are working to find a good balance among those offerings as we get further from the pandemic.

Academic Operation

Academic Operations has been popping. The scheduling office has been creating conflict free course section offerings for 23/24 Academic Year so advising can begin on March 6, 2023. In addition to the section offerings, this is a huge undertaking that involves creating academic blocks for each associate degree and technical program for both full time and part time paths, updating programs doing curriculum modifications, scheduling for teach outs, high school academies and contract classes, BWS, and apprenticeship. Meeting and event scheduling is also very busy with lots of requests from external and internal customers. Academic Operations, Facilities, and LID are working together to develop and document standard practices and procedures for meeting and event scheduling.

February is the textbook selection period for academic programs to select textbooks and materials being used in the 23/24 academic year. The Academic Operations Division works with the schools to gather and collect information and then works with Follett to ensure textbooks are updated and ordered for each term.

Burlington Center

The HERO Center was abuzz with excitement on Tuesday, January 31st. Gateway's New Student Specialists organized a local high school event giving students an opportunity to tour the campus to learn about the Fire and EMS Programs and to

network with local fire departments in our Tri-County District. At least eight fire departments market their career opportunities.

Elkhorn Campus

On January 15, 2023 the Elkhorn Campus lost our dear Campus Program Associate/Dean's Associate, Brenda Marie Putze. Brenda was one of the most generous people we knew. She was generous and talented. The campus is planning to install a bench on the campus grounds in her memory. In lieu of floral expressions of sympathy, donations can be made to Lakeland Animal Shelter of Elkhorn or to the Gateway Technical College Foundation in Brenda's name.

Kenosha Campus

The Kenosha Campus held Gateway Days on January 17 & 18 to welcome students to the spring semester. Welcome tables were set up throughout the campus buildings and centers. This is an opportunity for students to ask questions, pick up information about support services, ask for directions, meet faculty and staff, and pick up snacks and other items to help them during the semester. The Kenosha Campus is excited to support the Impact Program with providing two resources being offered to our Kenosha students with food insecurity issues. A huge shout out to Sarah Marbes for working to bring this to our campus and to Grace Welcome Center for providing the non-perishable food boxes and a monthly pop up food pantry.

Racine Campus

LID is in the process of updating the TECH 3rd Floor classrooms located on the west side. The Racine Campus hosted the Gateway Board Meeting on January 19th. Planning for EcoFest is underway.

School of Pre-College and Momentum Programs

There are 20 prospective students for the Spanish HSED 5.09 cohort in Elkhorn. One of the goals for the Workforce Innovation Grant is to expand the HSED 5.09 program to Walworth County.

Twenty students have been accepted so far in the fall 2023 Promise Cohort. The Momentum Programs Coordinators have been visiting area high schools in partnership with the Recruitment Team.

School of Liberal Arts and Sciences

The spring semester kicked off with our school meeting. We had Elizabeth Rosiles-Zavala speak to us about the college's HIS efforts. The faculty asked several questions after her presentation and they all hope we will get to the target of 25% soon. We had an assessment activity and faculty were grouped based on their main campus. The goal of the activity was to get faculty input on assessment for the AA/AS degree. We want to expand our AS course offering in Elkhorn but our current lab space does not meet certain safety standards. Hence, we met Dean Simmons, Facilities Director Mr. Thielen and others to explain why we need to remodel the Elkhorn lab space. Mr. Thielen said he will get some estimates for the project and then put it on the 3-year facilities plan.

School of Business and Transportation

Spring Faculty In-service kicked off with a presentation from Dr. Chad Dull, Community Impact Coordinator, La Crosse and CEO Poverty Informed Practice, LLC. Dr. Dull talked about the impact of poverty on student success and how policies and procedures should be carefully drafted so as to not create unintended obstacles for students. The Dean hosted a SOUP-er Semester Start for students as a forum to enjoy food and feedback with the dean. The students were excited to share some ideas on how our programs can honor graduates and expressed thanks for the things the faculty and staff do at the Horizon Center to support them. We are looking forward to our first ever Senior Student Showcase for the Automotive and Diesel Programs later this spring.

School of Health

The Student Nurses Association will be hosting a blood drive on the Racine Campus in memory of Johanna Pascoe on March 7th, 2023. We will be sharing the invite and marketing will post it on the Facebook page once available.

The nursing high school academy has their first group of high school students starting their skills class. Three high school seniors have started their first official nursing class.

We continue to have requests for high school contract courses in high schools and to create new CNA labs; we will be working on the addition of these labs in 2024. Currently we are onboarding 5 new CNA adjuncts. Chivaughnne Zorc has been active in recruiting adjunct faculty and getting them approved through DHS. Our CNA lab has been moved at Froedtert South to the third floor. It is really a great environment to have CNA students on a vacant hospital unit to train for their future CNA role. We continue to appreciate this partnership and look forward to scheduling more sections at the Froedtert South Pleasant Prairie lab location.

We will be hosting an Interprofessional Simulation experience on the Kenosha Campus on March 11th. It will include faculty and students from Physical therapy, Nursing, Medical assisting, and Paramedic/EMT students. We are inviting some of our hospital partners and the Kenosha Police Department to take part in the simulation. This is our second annual "Redhawk Rescue".

The School of Health has moved into their newly renovated offices and classrooms on the Kenosha campus. We now have a beautiful space to meet with our students, more classrooms, and a mutli-disciplinary lab space.

The School of Health has a monthly newsletter. This month we showcased photos from our professional week. [In the Loop - January 2023 \(1\).pdf](#).

School of Manufacturing, Engineering and Information Technology

The School of MEIT welcomed a new Dean Associate to the team in January. Diane Ashley was a former casual employee on the Elkhorn Campus who is now very excited to serve the MEIT students and faculty.

Prior to the start of the spring semester, Mechanical Design Technology instructor Greg Chapman and Adam Reed from the Fab Lab spent a week at K Tec working with students learning about mechatronics using Festo equipment.

The new year/new semester was kicked off with our Spring Faculty Inservice which included a special Guest Speaker, Dr. Chad Dull Community Impact Coordinator, La Crosse and CEO Poverty Informed Practice, LLC. Dr. Dull talked about the impact of poverty on student success and how policies and procedures should be carefully drafted so as to not create unintended obstacles for students.

Dr. Ritu Raju was welcomed to the iMET Center and met with the department chairs of the School of MEIT.

Governor Tony Evers visited the Kenosha Campus and met with students and faculty in the Refrigeration, Air Conditioning, and Heating Service Technician (HVAC) program.

Industry relationships were cultivated as meetings were held with Rockwell Automation Lifecycle Services Business, Summerfest Tech Conference, Harley-Davidson and OFFSITE, LLC in order to investigate opportunities for our students and graduates as well as ways to promote our programs.

High School partnerships included meetings with Cudahy High School and the REAL School in order to increase opportunities for students as well as improve existing dual credit programs.

School of Protective and Human Services

The Fire Program took delivery of a replacement fire engine just before Christmas. With the cost of new and used apparatus rising exponentially they were fortunate to find a reliable engine. The new engine is a 2000 E-One that formerly served the Aurora, IL fire department. The program is now back to two fire engines to serve the program needs. One engine is housed at the Kansasville training grounds. The other engine is housed at the HERO Center. The engines are used to support their classes at the training grounds and for the students in the Fire Program who take the hydraulics course and earn the opportunity to seek driver/operator-pumper certification upon course completion.

The school welcomed seven new faculty to the team:

EMS Instructor: Nicholas Bonczkowski

Barber/Cosmo Instructor : Kristine Beaugrand

Culinary Instructor: Jessica Borgardt

EMS Instructor: David Fladten

LEA Coordinator/Instructor: Justin Miller

ECE Instructor: Cheryl Moser

Barber/Cosmo Instructor: Hormat Taghavi

On Friday, January 13, The School of Protective and Human Services met at the Racine Campus for their Spring 2023 In-Service. There, they had a demonstration from the culinary department and got to decorate some delicious cupcakes.

Student Life

February is an exciting and jam-packed month for Student Life. Student Life kicks off the month with Trivia Time, Student Activities Funding Committee Meeting, and WTCS Ambassador Statewide Call.

The second week of February, Student Life is coordinating the Elkhorn, Kenosha, Racine, and District Campus Ambassador Judging meetings. Each Campus Ambassador Judging team consists of three Campus staff members which includes the Campus Deans representing their respective Campuses. The District Team includes a Vice-President, Board Trustee, and Dean of Learning Success. Over twenty students have applied to be the next Campus Ambassadors.

The third week of February, the United Student Government Team Leaders will be meeting with the Executive Leadership Council to connect about Gateway initiatives and updates. On February 16, 2023, everyone is invited to the Campus Ambassador Awards Ceremony starting at 5:30 p.m. on the Kenosha Campus in the Conference Center. Light refreshments will be provided by Fancy Snacks Charcuterie. The Elkhorn, Kenosha, Racine Campus Ambassadors will be announced along with announcing the District Ambassador.

Student Life will close off the month with Legislative visits in Madison at the Capitol. The Office of Government and Community Relations will schedule meetings for eight Students Leaders, Stephanie Sklba, and Student Life Team to meet with Legislators. The goal is to advocate for students attending Gateway and enrolled in the Wisconsin Technical College System.

Tutoring Services

Located in the Learning Success Centers (LSC) in Elkhorn, Kenosha, and Racine, Gateway's Tutoring Services team is composed of thirty-five tutors and three LSC Instructors. Tutoring is a free service for all enrolled Gateway students. Campus-specific scheduling information is available at gtc.edu/tutoring.

Tutors assist students with a wide variety of subjects/programs, but most of their work focuses on supporting students with general program requirements (e.g. Gateway to Success, Computers for Professionals, etc.) and general education classes, especially Quantitative Reasoning and English Composition. Accounting, Nursing, IT, Electrical Engineering, and Business Management are among the specialized programs that are currently supported. In 2022, Tutoring Services hosted 6,926 student visits totaling roughly 11,300 hours.

Tutoring is available in two modalities: in-person and virtually via Zoom, Monday through Friday. Gateway's third party tutoring vendor, TutorMe, is available to students through their BlackBoard course shells 24/7.

Impact Program

The Impact Program fosters opportunities for engagement that encourage active learning, meaningful service, and cognitive reflection.

In the fall 2022 term, more than 20 classes used service learning in the curriculum. Service learning is when instructors use community service to teach course concepts. For example, nursing students providing flu shots at a homeless shelter, IT students updating nonprofits' websites, etc.. This kind of work is happening across our programs and across our district. See below for service learning classes for the fall semester.

Course(s)	Instructor	Partner or Event
Architecture Drafting - Residential	Bob Kaebisch	Habitat for Humanity of Kenosha
Basic Haircutting	Marybeth Herbert	Veterans Cut-A-Thon
Client Service 4 Mock Board Skills	Andre Randle	Veterans Cut-A-Thon
Client Services 1 Haircutting	Sandra Christman	Veterans Cut-A-Thon
Graphic Des Prof Practices	Peter Pham	Racine County COAD (Community Organizations Active in Disaster)
Intro to Building Construction; Framing Techniques	Mike Summers	Racine Habitat for Humanity
Introduction to Landscape Design; Landscape Management	Gerrit Tichelaar	Hawthorn Hollow Nature Sanctuary
Men's Haircutting; Women's Haircutting	Nader Dakwar	Veterans Cut-A-Thon
Nursing: Advanced Clinical Practice	Tulsi Becker	HALO, Inc.
Nursing: Intro to Clinical Care Management	Christina Sima	HALO, Inc.
Nursing: Intro to Clinical Practice; Nursing: Advanced Skills; Nursing: Intermediate Clinical Skills	many	various
Surg Proc II for Vet Sci	Anton Spatz	Lakeland Animal Shelter
Urban Tree Maintenance; Chainsaw Safety and Operation; Tree Care Practicum 2	Aaron Schauer	various

COMMUNITY AND GOVERNMENT RELATIONS

ACCT also held the annual National Legislative Seminar in Washington DC. Members of the Board of Trustees made visits to the our Senators and

Congressman discussing federal initiatives and the impact they have on Gateway. It was a good trip to DC!

There have been so many visits and meetings with business partners and elected officials as we introduce Dr. Raju to the community.

Dr. Raju was a guest on Education Matters on Saturday February 4th talking about the college and how excited she is to be here.

We continue to work on facility and signage projects. This spring we will be installing brand new exterior wayfinding signs on the Racine campus as part of a three year plan for our campuses.

The Center for Sustainable Living has used January as the month to revamp current programming and to finalize the work that is to be done on the potting bench project that was partially supported by the Green Bay Packer Foundation.

Foundation

Gateway Foundation thanks our donors whose generosity transforms the lives of students every day. As of January 31, 2022, 311 donors chose to help Gateway students through the Foundation by contributing \$496,598.

The generous gifts were from individuals (including Gateway faculty and staff as well as alumni) and organizations (including businesses, foundations, and service clubs). Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, The President's Opportunity Fund, the Gateway Promise Endowed Fund, student emergency funds, the WGTD Program Fund, the Short-Term Training fund, and the Foundation Scramble.

We are grateful to the following organization donors for their support of Gateway Students through the Foundation:

- Lang Family Foundation (\$5,000 pledge) President's Opportunity Fund
- United Lutheran Church (\$2,000 total; \$1,000 Food 4 Thought Program; \$1,000 Student Emergency Funds
- Wisconsin Nurses Honor Guard (\$1,000) Wisconsin Nurses Honor Guard Scholarship

The High School Scholarship application is open until March 2022.

The Foundation's Student Emergency Funds have helped 26 students with \$12,324 for tuition, rent, food, computer repair, and transportation. Thanks to a grant to the Wisconsin Technical College System to the College, \$6,923.09 has been granted to an additional 13 students for rent and utilities.

The Gateway Alumni Association is taking nominations for the 2023 Distinguished Alumni until March 15, 2023. If you know an outstanding individual who has shown distinguished achievements in their professional life, exemplary community service or superior leadership accomplishments, please nominate them. The nomination

form can be found at <https://www.gtc.edu/about-gateway/foundation-and-alumni/distinguished-alumni-nominations>

The Foundation's Facebook following has grown to 728 with 12 additional followers joining in the month of November. Its Twitter following has 89 followers.

The Alumni Association's following on Instagram has grown to 90. Its LinkedIn following has grown to 227.

Marketing

The team is busy working on planning, marketing and supporting a wide variety of spring events at the college including D365 events such as [Black History Month](#) and community events like our recent [Martin Luther King, Jr. Celebration](#). Planning and preparations are underway for the annual Celebrate Earth Day in Kenosha on April 22 and EcoFest in Racine on March 25. Exciting events and activities including hands-on demonstrations, children's activities and variety of informational displays are being finalized.

Marketing has also been working with Academic Advising on our Spring Semester Advise communications that will provide support, guidance and a personal connection between our continuing program students and their academic advisors. In addition, we're adding other personal connections such as Happy Birthday messages for students.

Writing and design teams have been busy connecting with academic programs to update their program marketing information as well as working on key publications such as the Fast Facts, Student Handbook, College Catalog and Annual Report.

WGTD

A collaborative initiative within the department is expected to lead to a short video and radio news features exploring the impact of Foundation scholarships. WGTD's Scott Nelson and David Cole will be speaking with several benefactors and recipients at the Foundation's annual scholarship awards luncheon. Gateway videographer Jim Steinmetz will then produce a video from the footage. Radio stories will be written for WGTD's morning drive news breaks.

Upcoming on Greg Berg's *Morning Show*...an archive broadcast of one of Carthage College Prof. Yuri Maltsev's most memorable appearances on the program. Maltsev recently passed away.

Stephanie Sklba, a co-host of *Education Matters*, welcomes Dr. Raju into the studios for the first time. The program will be archived once it airs on the 4th.

FINANCE, ADMINISTRATION & FACILITIES

Sikich Higher Education CFO Forum 2023

Sharon Johnson participated in the Sikich Higher Education CFO Forum 2023 on January 31st - February 2nd. This virtual conference provided valuable information

on many topics, including updates on several Accounting topics, Cyber security updates HR technology, and campus safety.

Accounts Payable

Sandy Beck, Accounts Payable Associate, recently retired after serving Gateway Technical College for 11 years in several positions. Linda Pham, has transferred from Grants Accounting to Accounts Payable as Sandy's replacement.

FY 2023 - 2024 Budget Update

Initial FY 2023-24 budget submissions were presented at the January 30, 2023 ELC meeting. ELC members reviewed all submissions related to the operating budget which include budget requests, additional funding needs, and personnel. Moving forward, budget managers are being asked to refine their submissions and strongly vet their needs to ensure that funding is aligned with Gateway's strategic goals.

Grants Update

Jane Nikolai prepared a list of the personnel allocation for the FY 23-24 budget listing the shift between Fund 20 and Fund 10. The grants team continues to assist with grant budget amendments and provide financial oversight for grant funding.

Facilities

The facilities department operations team promptly cleared all of the district sidewalks and parking lots after the snow storm in late January. The facilities department projects team has begun planning for the summer parking lot repair projects.

HUMAN RESOURCES

Professional Development

Lisa Guerrero attended a training on ADA (Title II) – Best Practices Discussion.

Magan Perez and Heather Halbach attended SRKA's (Society for Human Resource Management Racine and Kenosha Chapter) annual legal updates on January 19th.

Process Improvements

Lisa Guerrero worked with the Provost Office to clean up the faculty qualifications we use to credential our new faculty to be in compliance with HLC.

Lisa Guerrero, along with the Office of DEI & Compliance, worked on a project to audit our hiring process. The project included providing historical applicant and hiring demographic data and current practices. This is an ongoing project/process improvement.

Advancing the HR Department & College

Lisa Guerrero brought Iorad training software to HR and the college. This training software provides step by step verbal instructions and a visual of clicks and form fields. Other departments in the college have shown interest in the training software as a tool to use for trainings in their department and across the college.

Jacqueline Morris and Heather Halbach participated in January's virtual College Wide Call Day, calling unregistered students to remind them of the upcoming semester and guide them to resources to register for classes.

Magan Perez worked with Karli Witkowiak to create MyGateway cards for the Employee Clinic providing quick access for employees to schedule an appointment with the Clinic.

Magan Perez and Alan Jelinek participated in Gateway Days providing guidance and offering information to students to kick off their Spring semester.

Community Service

Jacqueline Morris led the Martin Luther King committee to host the 29th Annual MLK Celebration.

INSTITUTIONAL EFFECTIVENESS

Our additional location visits for the Higher Learning Commission are nearly complete. Our reviewer has visited the Elkhorn Campus, Burlington Center, Badger High School, Tremper High School, South Milwaukee High School, and Froedtert South Medical Center. On Friday, he will finish his visits at the Racine Fire Department and the Racine Youthful Offender Correctional Facility. Thanks to our staff, faculty, students, and educational partners for sharing their input and experiences with the HLC. A special thank you goes to the Office of High School Partnerships for hosting several of these visits.

Employee Learning

Employee Learning has been able to focus more on department-specific training with the addition of Annie Fredriksson, the new Training and Development specialist. Training modules updated or created include VA training for the Student Accounts department, an introduction to Interest-based Dialogue, and several modules for new supervisors. Annie has also become the resident expert in Storyline 360, a powerful software for developing training.

Institutional Research

In November 2022, Gateway conducted its annual employee engagement survey. The results show that employee engagement at Gateway grew by five percentage points compared with 2021. Nationwide, engagement declined by five percentage points, which makes Gateway's improvement extra special. Gateway will continue evaluating both the employee and student experience with the Campus Climate Survey, which is running from February 1st through March 10th, 2023. This survey will ask employees and students about their perceptions of whether Gateway adequately supports DEI, and will also ask about any experiences with discrimination or harassment.

Grants Office

The Grants Office is currently working on a National Science Foundation (NSF) Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) program grant application. This application is with Gateway's IT program. The main

goal of the S-STEM program is to enable low-income students with academic ability, talent, or potential to pursue successful careers in promising STEM fields. The Grants Office is also pursuing two foundation funding opportunities: 1) Firehouse Subs Foundation for equipment needed by Gateway's Emergency Medical Technician, Fire, and Criminal Justice programs; 2) Bank of America Foundation for safety gear and equipment needed for Gateway's Welding Academy. Other projects the Grants Office is currently working on include the Wisconsin Department of Workforce Development's Youth Apprenticeship grant which the college applies for annually to fund youth apprenticeship opportunities in partnership with area high schools.

Organizational Excellence

Organizational Excellence (OE) is working with the Apprenticeship department, Registrar's Office, Business Office, Student Accounts, and Information Systems to investigate a better way to manage apprenticeship student course registration and payment. OE is also exploring options for Law Enforcement continuing education courses to be offered as a Professional Development workshop versus the current 38.14 contracts. This would allow both sponsored students and self pay students to enroll in the same classes. It would also allow for better registration management.

Pathways and Program Effectiveness

The program effectiveness team launched the Program Vitality process for all of the programs in the School of Health and School of Business and Transportation in January. Programs engage in this process once every three years to review and address a variety of factors that may impact the program. Between now and December 1, 2023, faculty will conduct an environmental scan, review three years of program-level performance data, complete a SOAR analysis, and develop a three-year action plan with measurable results. Each program will engage in a facilitated discussion with program effectiveness staff this spring to begin the process, and will work with their advisory committee to ensure their research aligns with industry findings and needs.

The Director of Career Pathways and Program Effectiveness opened the career pathway map review cycle in January. Emails were sent to program effectiveness coordinators requesting they work with their faculty colleagues to review job titles, wages and industry certifications for each credential within the program pathway, as well as articulation and continuing education opportunities and credit for prior learning. The college's dual credit team is also compiling a list of recommended high school courses for each pathway. Pathway maps should be finalized and released to students and stakeholders in March 2023.

Title III

Title III is an annual \$450,000 U.S. Department of Education grant awarded to Gateway in October of 2020 to implement sustainable activities supporting retention and graduation efforts through September 2025. Projects of Title III include Diversity, Equity & Inclusion; Data Warehouse; Faculty Advising; Gateway to Success; GradReady: Financial Literacy; Peer Advising; and Work-Based Learning.

The Office of DEI continues to provide professional learning opportunities for faculty

and staff whilst leading a statewide Wisconsin Technical College System development of a staff and student certificate with associated coursework. The WTCS coursework is planned for launch in Fall 2023.

The Data Warehouse has finalized a contract with EAB to implement the Data Warehouse through the remainder of the 2022-23 academic year being ready for use in Fall 2023. Title III funds will be used to fund \$202,500 in 2023-24 and \$122,500 in 2024-25.

Faculty Advising has expanded to implementation with all schools starting this spring semester with funding from the Student Services Office. The Faculty Advising Coordinator, Gina Stoebe (34% Title III funded in 2022-23 with 11% college funded for FA work) meets with the schools in January and provides support for FAs in the conversations to enhance advisor/advisee interactions. Discussions on how to implement the Early Alert System have begun with Amanda Robillard and other Student Services representatives.

Gateway to Success is the First Year Experience course required of all students to complete for graduation. The two committees working to revise the curriculum and the instructional techniques for the course have merged into one committee with a common vision: Equipping students for personal learning success across the college. New curriculum is planned for launch in Fall 2023 while instructional strategies are ongoing enhancements.

The Work-Based Learning project continues to develop the alignment of campus services that face employer partners. The committee has identified two sub-groups to work on developing practices to engage College Implementers and Employers. BWS, CES, and Title III will be attending the Workforce Fair at Wisconsin State Fair Park on February 21st to recruit employer involvement with Work-Based Learning.

LEARNING INNOVATION DIVISION

Information Systems

The End of Year tax document (W2's, 1098-T's, 1099's, etc.) processing is mostly complete. Some additional filing is necessary throughout the year as corrections are made.

The implementation of EAB's Edify has begun. EAB's Edify will serve as Gateway's data warehouse.

An additional upgrade to the infosilem Room Scheduling software was applied to correct a timeout issue introduced with the last upgrade.

Information Technology

After over six months of evaluations, we have made the decision to migrate voice services off our existing on premise Cisco Call Manager system to a modern cloud voip solution provided by Zoom. Zoom provides a robust voip solution that streamlines management and reduces complexity while providing users a flexible solution for today's modern hybrid working and learning environments.

Managing and securing privileged accounts remains a priority project to address gaps discovered in last year's cyber risk assessment. The IT security team has made some great strides in the last 2 months towards reducing our privileged accounts risk footprint. Also identified as a major component of IT security by DMI, Cyberark, manages automated complex password rotation of privileged accounts and restricts and audits administrative access to key systems. After much time researching and testing, IT is now in the early stages of onboarding production systems and accounts with much more to be done in the coming months.

Data center refresh project is underway, new switching and hyperconverged server infrastructure has been installed and is currently being prepped for production use. The team is performing extensive testing to ensure the design meets availability and resilience objectives prior to migration to production use.

After much careful planning and engineering, we have successfully integrated an additional 1 Gbps Internet connection, effectively doubling the college's available Internet bandwidth. This additional connection provides us great flexibility in allowing large scale software deployments and updates from the cloud while still maintaining adequate capacity for our critical instructional and student serving applications and has eased the bandwidth constraints that arose during the Fall 2022 semester.

End User Computing and Distance Learning Technologies

The start of the Spring Semester has gone very well from our point of view. We have turned some of our focus with the campus CST's back to upgrading staff and faculty laptops.

We continue to Explore our options with the LMS committee and are looking at next steps. We are hoping to have some demos available in the next month.

Our one to one initiative discussions are going well and we will be speaking with one of our vendors this month to discuss how the process could be streamlined.

We continue to work on standing up our new Ticketing System (iiQ) with a goal of having the IT portion operational by the end of February. The next step will be to get the facilities side of ticketing up and running in early March.

Mark Derosé has accepted the position that William Miller resigned in January. Mark started January 16, 2023. Catherine Worth has accepted the Voice Grant (LTE) position that Mark Derosé vacated. Catherine is scheduled to begin on February 13, 2023.

ENROLLMENT

Spring enrollment has increased however remains down -1.7% FTE. Year-to-date enrollment, including summer, fall, and spring is positive +0.4% compared to this time last year.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

Admissions

The Admissions team had a busy month of January processing documents (600+) and applications for the start of the Spring Semester.

604 applications submitted in the one month prior to the start of Spring term (December 19-January 16th). An additional 138 applications were submitted on or after the start of the Spring term with an intended Start term of Spring (January 17-31).

Approximately 16% of total applications submitted for Spring were submitted in January. Approximately 23% of all applications submitted for Spring were submitted in one month prior to the start of the Spring term.

2,454 apps submitted through Recruit with 739 submitted online, 192 were Program Modification Applications and 1,523 were through the VIP admission process. (2,547 include lost applications)

New Student Specialist (NSS)

The New Student Specialist team spent the majority of January getting students accepted into their programs prior to the start of the Spring semester. They also assisted the High School Partnership team with registration of students into Start College Now and High School Academy classes. The team hosted several Get Ready Application Workshops on the Kenosha, Racine, and Elkhorn campuses and online to assist as many students as possible get into their programs so they could register and begin their classes. The NSS team participated in multiple community activities throughout the month, including the GEMS Conference, Wisconsin Valley Tournament, and WIOA Staff Meeting. Several campus and center tours were also provided to individual students and families as well as group tours for Whitewater, Park, and Horlick high schools and the Connects Learning Center in Cudahy. They also hosted High School Visit Day at the HERO Center, showcasing our EMT, Paramedic and Fire programs to over 50 high school students. High School presentations were also given online, at KTEC and at Warren Township High School in Illinois.

Financial Aid

During the month of January, the Financial Aid office processed 63 SAP Appeals and 52 M150% Appeals for the Spring 2023 semester. 137 students were awarded. The office made great progress on setting up the upcoming 2023-24 school year by finalizing all communication to students.

Student Finance Specialists (SFS)

During the month of January the SFS focused on students upcoming for Spring 2023; while still assisting students who plan to start in 2023-24. During January the SFS met with more than 360 students. They began working on plans to hold Campus FAFSA Events during the month of March. During the week of March 6, one event will be held on each campus. Target audience is high school students but the event is open to all. The SFS presented at the Nursing Student Orientation and

held a High School Application/FAFSA Workshop on the Elkhorn campus.

Student Accounts

Student Accounts has developed new communication to students that have financial aid on file but past due balances to create awareness of the Prior Debt Agreement! The Prior Debt Agreement allows students to use some of their upcoming financial aid to pay down their past due debts! Our goal is to help students pay down their balances so they can continue on the path to completion. So far for the 2023 spring term, we have received over 30 agreements!

Academic Advising

January is a peak month for Academic Advising. In the weeks leading up before the semester, Advisors are booked with student appointments, helping onboard new students to the college and helping continuing students make changes to their academic plan and get prepared for classes. During this month, Advisors had a total of 1040 booked appointments through 10to8. This month the Advising team also sent some targeted communication to students through ADVISE. One email was sent two weeks before the semester started giving students tips on how to prepare for the start of the semester, then the first week of classes, we sent a welcome email to all Advisees welcoming them to the semester and wishing them the best (included a group picture). These proactive personalized messages always generate great communication with the students. Also, the Academic Advising department has been working diligently to increase the percentage of students with Academic Plans. In reviewing some data about Academic Plan completion rates from Fall 2022 to Spring 2023. In Fall 2022, 72% of Advisees had an Academic Plan for that term, now as we enter Spring 2023, 91% of Advisees have an Academic plan for this term! That is almost a 20% increase in having students have a set Academic Plan for success! Additionally, the Peer Advisors continue to support students who need help navigating Gateway and all the online student tools. Peer Advisors offer on average 4 Jump Start Workshops per week, where students have the opportunity to attend and learn all the tricks and tips to be a successful student.

Career & Employment Services (CES)

CES met with Rockwell, Centrysis, and Doral to meet new executive staff, discuss partnership strategies, and tour iMET; presented at the Administrative In-Service to provide an overview of our department - almost 100 administrators attended the meeting and presentation; partnered with Academic Advising, Recruitment, Financial Aid and Disability Support Services by conducting walk-in service events at all campuses for students who had quick career or employment questions before they registered for classes; partnered with Foundation, and IT-Cybersecurity and toured OffSite to discuss partnerships regarding internships, scholarships, and job shadowing experiences; classroom presentations were delivered on various topics including Big Interview, Handshake and job search resources.

High School Partnerships

High School Partnerships was excited to kick off the Spring 2023 Semester. VANguard, Transcribed Credit, High School Academies, Contract For Service, and Start College Now dual credit students/classes began their coursework in January. High School Academies saw a 97% fall to spring persistence rate. Start College Now

is projecting over 400 enrollments for high school juniors and seniors. Additionally, the High School Partnerships hosted and participated in many events in January to support students, teachers and families including: Start College Now Orientations on all three campuses (32 attendees), Adjunct In-Service (60+ high school Transcribed Credit teachers) and the High School Academy Information Session (70+ attendees).

BUSINESS & WORKFORCE SOLUTIONS

Girls Inc. of Southeast Wisconsin 10th Annual Girls Empowered by Math & Science (GEMS) Conference, was held on Thursday, January 12, 2023 at the University of Wisconsin-Parkside.

The conference, sponsored by SC Johnson, American Association of University Women-Racine Branch, University of Wisconsin-Parkside, Racine Unified School District, Gateway Technical College, Inclusivity, United Way of Racine County, SAFE Haven of Racine, Community State Bank, Educators Credit Union, Eaton Corporation, We Energies and Summit Credit Union, featured 450 middle school girls from the Racine Unified School District. Students participated in campus tours, interacted with a college student panel and engaged in three STEM workshops. The GEMS Conference is a truly inspiring event that gives middle school girls the chance to dream big and explore their passions in science, technology, engineering, and math.

Apprenticeship represented our Barber/Cosmetology program with hands-on activities.

Mrs. Alberta Heinen presented and helped the girls learn how heat can change the effect of the hair.



On January 6th Gateway hosted a group from Rockwell Automation at the iMET Center. Rockwell has been a strong partner with Gateway for many years and continues to grow this partnership. This group from their Lifecycle Services

Business division wanted to learn more about partnering with Gateway to engage our students in career opportunities within their area. These continued conversations increase student opportunities both while as a student and after graduation.

A number of Gateway team members attended the American Association of Community Colleges Workforce Development Institute conference during the week of January 16th. This national conference highlighted emerging workforce training areas and opportunities including advancements in AI and machine learning and how community colleges are adapting to these industry demands. Apprenticeship continues to grow and more companies are developing strategies to engage two-year colleges to help solve their workforce challenges. We also met with and continued our work with the “All Within My Hands Foundation” that supports the Metallica Scholars as we have for the last 4 years. This has been a powerful recruitment tool to engage students in technical careers and provide scholarships to reduce barriers to success.

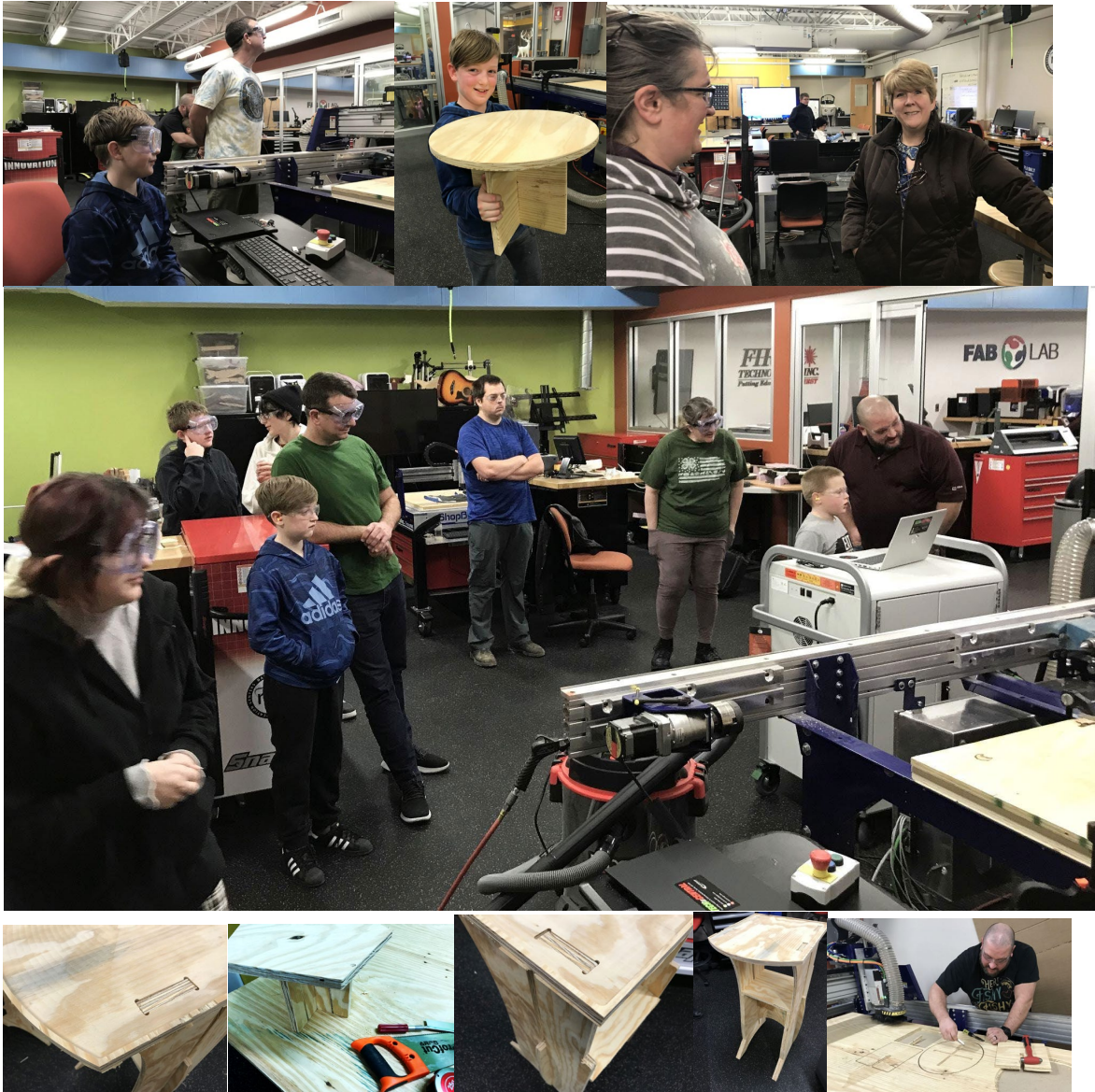
On January 23rd Gateway hosted George Yust from the local Southeast WI Chapter of the Society of Manufacturing Engineers (SME) at the iMET Center. SME wants to help support students and schools providing manufacturing education and while we have partnered in the past we wanted to look at how to expand what we are doing together for the betterment of manufacturing in SE WI.

Gateway Industrial Design Fab Lab



Furniture Workshop with Racine Area 4-H

Kids and adults from local 4-H participated in a furniture building workshop, where they explored design and the world of CNC as they created their own slot and drop tables.



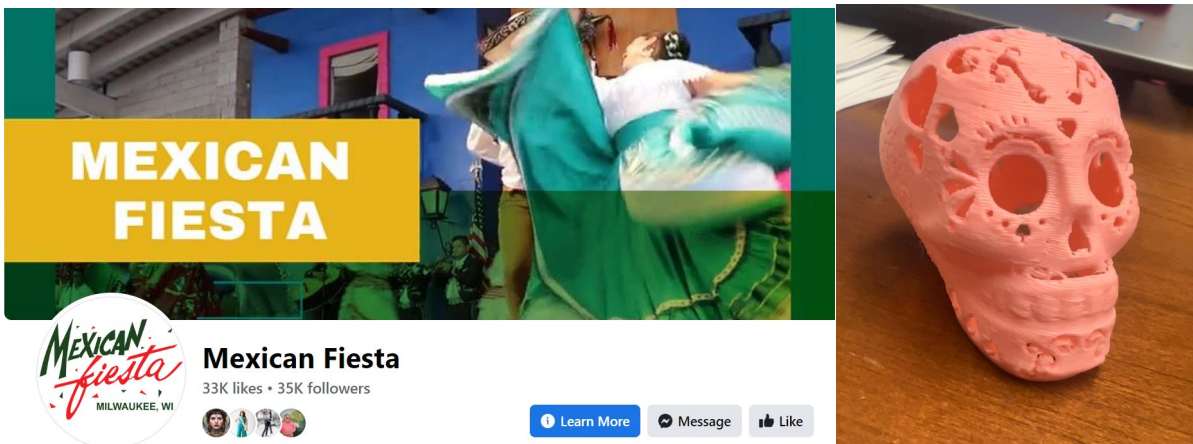
January Projects

January was a great month for independent projects. This month's projects included a resin mask cast from carved foam, guitar stand design, eyeglasses prototyping for a local entrepreneur, furniture carving a step stool for a volunteer, aluminum trophy cut outs, and even a foam carved insert for a guitar case!



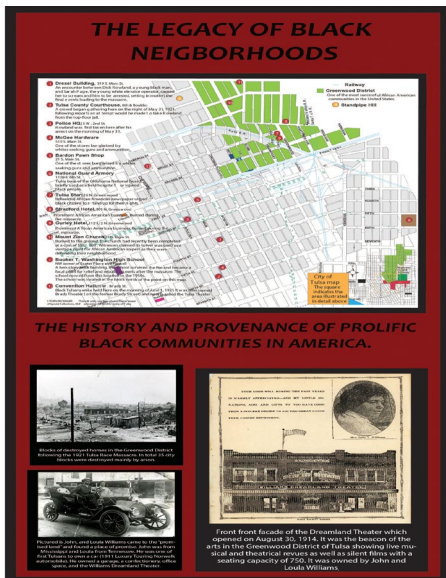
Mexican Fiesta Volunteer Gala

The Fab Lab provided Mexican Fiesta, an educational Latino organization, 300 3D printed Sugar Skulls for its Volunteer Gala this month. The Lab will look to partnering with Mexican Fiesta's artists this Summer and collaborating for its August event at the Summerfest Grounds.



The Legacy of Black Neighborhoods

Gateway Industrial Design Fab Lab continued its assistance with the development and deployment of the upcoming exhibition in association with Black History Month, "The Legacy of Black Neighborhoods." The exhibit will be on display on three campuses later in February and this upcoming month's Fab Lab 10:00 A.M. radio show will feature its originators. Tune in every second Saturday at WGTD!



Visitors and Programs



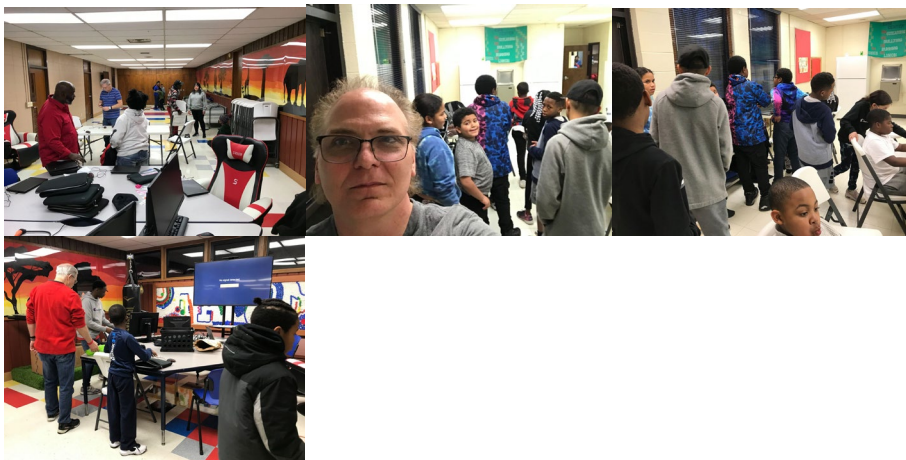
Gateway Industrial Design Fab Lab was honored to welcome visitors and Gateway Programs this month, including: Milwaukee's Connects Learning Center, Ellsworth Cohort XI for its inaugural "Culture of Excellence" presentation, Mechanical Design Problems, Electrical Apprenticeship and Alternative Growing from Horticulture. Alternative Growing will be conducting its second semester of using advanced manufacturing and the Fab Lab to build their growing rigs. Also visiting were representatives from Pioneer Products and Michigan Technological University. The Fab Lab will also be participating in Fontana J8 School District's Upcoming Science Expo. The Lab is assisting in setting up a Mini-Hackathon this month via Zoom.

The Lab met with educational experts this month from Harley Davidson for future collaboration in our youth programs. The Fab Lab will take part in Harley Davidson's Day of STEM camp in June and hopes to have Harley be an active part of our Summer Maker Camps. NC3 certifications this month included staff at Dr John Bryant Community Center for Dremel Idea Builder, REAL School Dremel LR40 Laser, and KTEC for Mechatronics.



What Now Inc and Racine's Anti-Gun Violence Grant

The Fab Lab was proud this month to continue its support of the Tech portion of Antoine William's Now What Inc's work on Racine's Anti-Gun Violence grant. Participants at both Dr. Martin Luther King Community Center and Dr John Bryant Community Center, dove deeper into CAD design for 3D printing.





The grant work will continue into March and Gateway will also assist the Tech sessions with Esports and virtual reality.

Gateway industrial Design Fab Lab launched the premier broadcast of its new radio show, "Fab Lab 10:00 A.M." in January. The show airs on the second Saturday of the month at 10:00 A.M. on Gateway's own WGTD.



Saturday January 14th 10:00 AM on WGDT
Stream online at: <https://www.wgtd.org/>



FABLAB 10 A.M.

Join Host Scott Nelson, Civil Engineering Professor Steve Whitmoyer and Fab Lab Coordinator John Zehren every second Saturday of the Month at 10:00 AM for Maker oriented community and cultural topics.

We will look forward to exploring the different aspects of our Community and our Institution, as we highlight Maker Culture and the power of Gateway to change lives.

January will be bringing us into our 10th Cohort of Robert E. Ellsworth Correctional Center's (REECC) CNC training program. This program will receive additional funding from the SE WI Workforce Development Board. In addition to covering the cost of the training, these funds also provide support services that include, but are not limited to; having a case manager on site throughout training, purchasing work boots for each of the participants, purchasing prescription safety glasses, monetary stipends at the mid-way point and upon completion of training and other support services.

Racine Youthful Offenders Correctional Facility (RYOCF) has started its 5th Cohort of Mechatronics in the mobile lab located at the institution. There are 8 students in this cohort that will earn 15 college credits upon completion for their "Mechatronics Certification". There have been 28 students who have already completed this program and obtained their Certifications since its inception in May of 2021.

Our current CNC cohort of Kenosha Correctional Center (KCC) men visited Gateway's G-Boutique this month to pick out their attire for their upcoming Reverse Job Fair and Completion Ceremony. A special thanks to Shayla Malone and Danyanna Dunn for hosting the group on the Racine Campus.

OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)

The Office of Diversity, Equity and Inclusion is excited to announce the publication of the Equity Report by School. (Purpose of the report, 2-3 major findings, project team and what's next).

Gateway's Office for Equal Opportunity and Civil Rights and Office of Diversity, Equity and Inclusion developed a Language Access Policy and Plan to increase the college's accessibility to those with Limited English Proficiency (LEP). This comprehensive plan sets forth the actions the college will take and services that will be provided to provide LEP individuals with meaningful access to the college services and programs.

To this end, the college has already undertaken efforts including offering a third-party interpreting hotline that employees can use to obtain language translation in over 80 languages, as well as options to communicate to deaf individuals who use American Sign Language. Interpreter notices have been posted in all areas that serve students and frontline employees were provided with an interpreter document to use when they encounter LEP individuals. Other in-process initiatives include Spanish language website options, programs, and much more.

NTO/StepUP

The NTO/StepUP programs, Student Support Specialist, recently completed the Restorative Justice and Family Reintegration Circle Training. The training covered a diverse range of topics including conflict management, practical strategies to build restorative relations, trauma-informed approaches that included a Circle Process as an intervention tool to address issues of justice and accountability, harm and healing, community safety, and restorative solutions. The training is also designed to provide a structured and safe environment for offenders, victims and community members and possible solutions that can help the offender. The strategies mentioned will be incorporated in the current facilitated workshops and specialized training to assist past and current Gateway incarcerated students adjust back into the communities following release and help reduce recidivism.

Student Support Counselors



The Student Support Counseling Team has partnered with BetterMynd online therapy to expand support to students. Through this partnership Student Support Counselors and Licensed Professional Counselors are able to offer expanded counseling for additional hours in the evening and weekends via Zoom.

BetterMynd counseling is confidential, virtual, convenient and secure. Students are able to access six free online therapy sessions at any time by registering at [app/bettermynd.com/register](https://app.bettermynd.com/register). The team also promoted Human Trafficking Awareness month with a community tabling event featuring our community partner, Women and Children's Horizons.