



PRESIDENT'S REPORT

April 18, 2013

GATEWAY AS LEADER

Governor Walker visited the SC Johnson iMET Center on April 11th to speak on Manufacturing in Wisconsin.

ENROLLMENT

Spring enrollment is currently at a decrease of -10.9 up from -13.9 in January. Current year enrollment is down 7.3% compared to the same time last year. Summer registration has begun and currently running down 8.8%. The summer term begins our 2013-14 academic year. Summer term FTEs will be counted toward our FY 2014 budget figures.

FINANCE AND ADMINISTRATION

The Business Office is in the process of revising/updating various policies and procedures, including PCI (Payment Card Industry) compliance and the P-card (Purchasing card) policy.

Business Office staff recently recognized at the Staff Recognition event held April 4, 2013 include Grants Accounting Manager, Debbie Lewis, celebrating her 25th year of service to the college and community and Finance Accounts Payable Associate, Michele Gianakos, for Special Project recognition as a member of the GreenPrint Project Team (along with Gary Flynn and Eric Doherty). Congratulations, Debbie and Michele!

Finalization of a draft FY 2013-14 budget document to be presented to the Gateway Technical College Board of Trustees is near completion. If the draft is approved by the Board, the proposed FY 2013-14 budget will be presented at the May 6, 2013 Public Hearing to be held on the Elkhorn Campus at 7:00 p.m.

Bane Thomey and Sue Debe recently met with Gateway Technical College's property/liability/worker's compensation representative, Steve Stoeger-Moore, of Districts Mutual Insurance (DMI). Claims experience and insurance coverages were discussed. Renewal information for the period of July 1, 2013 - June 30, 2014 will be presented to the DMI Risk Manager's at their April 19, 2013 meeting in Madison. Gateway will be represented at that meeting.

ACADEMIC AND CAMPUS AFFAIRS

Academic Operations

The Academic Operations staff have been co-facilitating a subcommittee to implement the new adjunct pay rates into Colleague. Adjunct hours have been verified to determine the number of hours they can work in the various departments. The process continues to identify adjuncts who will be teaching for summer/fall. A survey monkey for faculty to take regarding the upcoming May 6-10 Professional Days has been

developed. Textbook orders and materials for 2013-2014 are still being entered into the Follett Online Adoption system.

Business and Information Technology

DECA Club Report:

On March 7-10, five Gateway Instructors who serve as DECA advisors, Kelly Infusino, Kari Aiello, Sara Skowronski, Jennifer McLean, and Ed Grochowski, took 37 students to Madison for Wisconsin Collegiate DECA's State Career Development Conference. The results of this competition were incredible and amazing! First and foremost, we want to congratulate the entire Gateway DECA team for putting their best foot forward in competition this past weekend. Attached you will find pictures of the three chapter presidents (Ashley Gonzales—Racine, Nicole Rugen—Elkhorn, and Mike O'Connor—Kenosha) holding the John Gauthier DECA Diamond Trophy, as well as a few group pictures of Friday night and Saturday night awards ceremonies.

As a chapter, they took 1st Place for the John Gauthier DECA Diamond Award. The DECA diamond award goes to the chapter that best exemplifies the four points of the DECA diamond. These include Social Intelligence, Civic Consciousness, Leadership Development, and Vocational understanding. Additionally, we took 2nd place for Chapter of the Year. Achieving 2nd Place is truly astounding considering we beat four year traditional institutions such as University of Wisconsin - Madison!

Individual awards are as follows:

Student of the Year - 4th Place, Nicole Rugen

(This award is a prestigious award in which the student is nominated, goes through many different phases to qualify, including a resume, a portfolio review and an interview. The fact that this student made it through all the preliminary qualifying events and placed 4th is commendable)

First Place Awards:

Mark Short - Accounting, Scholarship Awarded

Mary Gonzales - Professional Sales, Scholarship Awarded

Eric Cabrera, Steve Kaywood, & Justin Gustafson- Business Law, Scholarships Awarded

Second Place Awards:

Sara Greeley - Restaurant and Food Services, Scholarship Awarded

Aaron Cole - Hotel & Lodging, Scholarship Awarded

Third Place Awards:

Nicole Rugen & Kasey Knudson - Web Site Design

Andrea Haisler & Asha Nanda - Business Ethics

Connie Howen - Entrepreneurship - Starting a Business

International Career Development Finalists:

Erica Pitner - Professional Sales, Scholarship Awarded
Tanya Galvan - Human Resource Management, Scholarship Awarded
Jessica Jennings - Restaurant & Food Service, Scholarship Awarded
Joe Cecela - Sales Management, Scholarship Awarded
Teri Thomas - Accounting
Chris Shogren- Professional Sales
Jeanne Gomez - Human Resource Management
Lahone Lott - Retail Management, Scholarship Awarded
Mike Cormican - Retail Management
Mike O'Conner - Fashion
Hans Friesheim- Travel and Tourism
Lara Perkins- Hotel & Lodging





From IT-CSS Program:

One of our students (Janet Mifflin) just received the KUSD Distinguished service award - see picture below.



From the Collegiate Cyber Defense Competition:

Following is a picture of our team for the collegiate cyber defense competition. We were against five other Wisconsin teams for our part of the competition. (MSOE, MATC Milwaukee, Madison College, Northeast Technical College, and WCTC). It was an all-day competition and the students did well for their first competition. They learned a lot that day. They plan to do more competitions in the fall with National Cyber League.



From a Marketing Class:

Students from the Kenosha Campus' Promotion Principles course participated in a tagline contest that was offered by the professional organization Y-Link. Y-Link was looking for a slogan to represent their mission. This is an example of how Gateway students and their learning experiences work with "real world" projects and opportunities to get hands-on experience. The contest was open to the public. One of our students was the winner! Please see the link the below. Congrats to Amanda Demicchi for winning Y-Link's tagline contest with her entry: "Leading the way." Simple and all-encompassing of our mission. And thanks to Dooley & Associates for sponsoring the contest with a \$150 Apple gift card

<https://www.facebook.com/photo.php?fbid=10151281239492470&set=pb.97237462469.-2207520000.1365128490&type=3&theater>

From the Accounting Club:

The Accounting Club held two events this past month. College Night provided an opportunity for BIT students to meet with six different four-year universities to learn about how credits and degrees earned at Gateway can easily lead to a bachelor's degree. The six schools presenting were UW-Parkside, UW-Stout, Carthage College, MSOE, Lakeland College and Alverno College.

On April 1, six members of the Accounting Club took a field trip to Chicago to visit the Chicago Board of Trade and the Chicago Federal Reserve (see photo).



From our International BizSquad:

Six students in business just completed their international exchange with our sister school KSH in Hanau, Germany. Over six months they worked on a project with the German students to complete a business plan, corporate identity package, and marketing plan for a Racine web design startup company. The picture shown is the day the students visited Hanau and were able to meet the "mayor" of Hanau. They had a successful project and trip. Jill Buchman was the faculty member who went with the students and helped in this International BizSquad project.



Developmental Education (ABE, GED, ELL, AHS, Pre-Tech)

The Adult High School (AHS) advisory committee met on March 26. Representatives from Burlington HS, Union Grove HS, Waterford HS, RUSD and East Troy were present. Four of Gateway's AHS advisors also attended. The advisors proposed that all schools use the same form when submitting students' transcripts for admission into the AHS program. A standardized form will reduce the amount of time advisors spend seeking clarification from the high schools. All representatives learned of the May 14 graduation date. The committee agreed that no further meetings are needed until fall 2013.

On March 29, John Thibodeau, Kevin Gerou and Raiana Mearns met with the staff from Kenosha Unified School District. The principal at Ruether High School had attended the AHS Advisory Committee meetings in the past, and she was ready to explore the AHS

option for KUSD students under 21. It was a productive meeting with the KUSD deciding to seek Board approval for their ideas before taking any further action.

Additional Bridge classes for CNA and CNC are being scheduled for summer and fall. Coordination between all the stakeholders is improving as we work out the scheduling, registration, admission and payments processes. A CNA Bridge will begin in Burlington in June. Another CNC will begin in Racine in September.

Three GED Boot Camps are scheduled for the summer months on the Gateway campuses. Kenosha and Racine will use the old format covering all five subject areas. The Elkhorn Boot Camp will concentrate on Writing and Math. Marketing materials are being developed.

Health Careers

Spring 2013 ADN graduating class Pinning Ceremony will be May 7 at the Madriano Auditorium in Kenosha.

All Health Advisers met in Racine on March 21 to share information and hear a presentation by Dan Russell, instructor for Health Unit Coordinator (HUC). We also had a guest speaker from Cardinal Stritch's Coleman School of Nursing talk about the BSN completion program for our graduates.

Dean Mike O'Connell and Associate Dean Skewes met with the Nursing Liaison to the University of Phoenix on April 16 to discuss articulation issues.

Advisory Committee meetings for ADN and PTA were held the week of April 15th.

The CNA program was audited by the DHS program director March 26-27 on all three campus locations and passed inspection with flying colors.

The test writing workshop for Health faculty has been rescheduled to May 9th in Kenosha. It was cancelled February 22 due to snowy conditions for the presenter traveling from Kansas City.

Community Pharmacy Technician instructor Tamia Wiley was surprised with the STAR Faculty Award for Elkhorn/Burlington during her evening class on April 8. Provost Zina Haywood and several deans presented her with balloons and a trophy in front of her entire class.

Karen Severson, program chair for Nursing, will retire at the end of the current semester. A celebration is planned for May 6 after in-service.

MET ENGINEERING / MANUFACTURING:

Civil Engineering instructors: Steve Whitmoyer, Jon Hardbarger, Bob Kaebisch, and adjunct Claude Williams just completed the “first mini session” using the Vangaurd system. This session was an introduction to CSG. The group completed a link-in session demonstration across Breeze with Elkhorn High School. Mary Blue, Gateway coordinator for Vangaurd, was included for review. The session went very well. Future sessions are being planned.

Fresh water instructor, Mike Schuck participated in a campus tour for Tremper High School students on March 21. Students enjoyed the demonstrations on groundwater (cleanup of contaminated groundwater) and ultrafiltration (desalinization). Mike also organized an iMET portion of a field trip for the REAL High School students on March 27. Approximately 43 students, freshman to juniors, participated. The field trip consisted of a demonstration on groundwater (flow, contamination and cleanup), and a career roundtable with Instructors, Steve Whitmoyer, Jon Hardbarger, and Russ Birkholz. The group was given a tour of the newly restructured SC Johnson iMET Center.

Engineering, Automated Manufacturing Systems, and Auto instructors participated in a career fair at Wilmot High on Feb. 15. Approximately 50 students were in attendance.

MET Deans, Dennis Sherwood and Beverly Frazier, met with the PMI to discuss a future collaboration with the plumbing industry. This meeting was organized by Instructor Mike Schuck. Future meetings and discussions will be planned with local industry and PMI.

Pat Hoppe, Instructor and Chairperson for Engineering, promoted and successfully worked with MSOE on new pathways with the Electrical/Electronics Engineering area. Our EET program is now a direct transfer path into MSOE’s BSEE program, not just the EET program at MSOE. Gateway students who transfer from EET will be able to directly transfer into MSOE’s BSEE degree as full juniors. This will also bring 16 credits of additional Gen Ed coursework that will be offered to students over the summer sessions.

MET and other Gateway instructors assisted with the annual Boy Scout Merit Badge Event. This event is coordinated by the MET Division. Over 200 Wisconsin scouting students were on hand participating within the different campus areas in the Racine/ Kenosha counties. Students worked toward achieving 15 different badges. This year’s variety of merit badges included, but is not limited to, Horticulture, Manufacturing, Welding, Automated Systems, Water Technology, Engineering, Math, Speech/Presentations, etc. This is the third scheduled merit badge event.

Elkhorn’s assigned AMST instructor, JD Jones, has been working on building partnerships for the program. He has been networking with local industry to understand their needs and future workforce possibilities. During this time period, he has visited manufacturing industries such as: Birds Eye, Ocean Spray, and O&H Bakery. There are more visits with industry scheduled in the future.

Instructor, JD Jones participated in the Walworth County Job Fair. He assisted at the WCEDA (Walworth County Economic Development Association) table and shared program information as well as information about our upcoming AMST Open House at the Elkhorn campus.

Associate Dean Beverly Frazier has been working with Zina Haywood and Dean Dennis Sherwood on the development of a new program in Food Production Manufacturing. This will be specifically geared toward quality. Dean Frazier, Instructors JD Jones, Tom Niesen, Pat Hoppe, and CEM Larry Paruszkiewicz have been touring various manufacturing companies in the food and beverage industry. They are reviewing lab and classroom requirements as related to the multiple food and beverage industry area, i.e. bakery, meat production, water, steam, sanitization, food production techniques and requirements.

Associate Dean Beverly Frazier is working with the T&I Deans from Lakeshore, Milwaukee, and Waukesha Technical Colleges to look at the consistency in the field of training for our quality technicians. A diploma and certificate program are currently in the development phase, possibly starting as early as spring 2014. A few classes may be offered by Fall of 2013. Anticipated availability of the courses is Spring 2014.

Associate Dean Beverly Frazier and instructors, Pat Hoppe and Mike Pagliaroni, have been meeting to discuss the need of the expansion of the Industrial Mechanical Technology area to include Machine Tool & Die. Advisory committee members from the local industry indicate there will be multiple retirements in this area and very few trained workers for these positions. Visits have been made to WCTS colleges already offering these courses. M. Pagliaroni has been reviewing the program with representatives from local industries. Meetings have been held with local job centers and other county individuals for promotion and recruitment of individuals who will be considered for the training. A DOL TAACCT grant is funding this program development.

Tom Niesen, instructor and manufacturing chairperson, has been working with Modine for training directly related to Geothermal. This will become an annual training session for product application personnel within Modine. Additional courses in this area will be opened to public as training development proceeds. Tom is working directly with Modine to insure the training meets their local, standardized needs in geo.

Gateway's CNC students are getting jobs. We are hearing weekly that that many are being interviewed and offered positions. One such student is Mike Stevens. Mike started the CNC Production Technician program in 2012 and had only one class with no prior CNC experience. A few months after starting classes, he applied for a job with a thermoforming company in Twin Lakes, Allied Plastics. When the interview team saw that he was going to Gateway for CNC training, they knew he had the proper training. He was hired during his interview. Mike started working there in February 2012 as a basic operator running their 5-axis CNC routers, which are used to trim plastic parts. After a month with the basics, he was placed on machine set-ups. Two months afterwards, he was promoted again to the Lead Set-up Technician. About six months

later, he was promoted once again to the 3rd shift, CNC supervisor; which is his current position. Mike is doing well and he has now returned to Gateway, finishing up the second semester of the CNC technician program. The CNC Instructors and Associate Dean Frazier believe this is quite the extraordinary leap for someone with no experience, taking some brief training at Gateway, and then going on to become a supervisor of a 5-axis CNC machine in a year or so. We are indeed future makers.

INTERIOR DESIGN:

Gateway's Interior Design students participated and were named the winner of the 2013 Milwaukee/NARI Home Improvement Show Interior Design Contest garage makeover display.

The Wisconsin Technical College System Interior Design Competition was held at the Madison College downtown campus on February 28: Megan Schultz (Kenosha) took first place in Residential Design, First Year, and third place in the Textiles, First Year exam category. Our students competed in two knowledge areas: a test of historical furniture and textiles, and an on-the-spot design scenario in one of three skill areas – residential design, commercial design or kitchen design. Each participant was given a project scenario along with several finish samples to choose from and three hours to create a plan and presentation board. Design solutions were then judged by industry professionals. Competitions such as these can prepare students with simulated design situations to give them experiences that help give them advantages when they seek employment in their career field.

Wisconsin Interior Design Career Day was held on March 1. The guest speaker was a Gateway Technical College interior design graduate, Brendan O'Connor. With a background in theater and an undergraduate degree in Interior Design, developing space for human interaction has been a part of his life. Brendan has already worked on several short films and commercials as well as Indie Features. Last year, he was 2012 TV Academy Art Direction Intern working on TV's DEXTER, Mike and Molly, Big Bang Theory, Shameless, and Two and a Half Men. He has a MFA in Production Design from Chapman University. We are proud that our graduate was given this honor.

Technical Skills Assessment (TSA) development began for Interior Design this spring. Initial meetings were held on February 28 and March 18. ID Instructor, Rita Serpe helped by participating on behalf of Gateway's program. The WCTS college group has now completed a draft which includes the items discussed and revised, and a possible recommendation for the scoring directions, rating values and scoring standards.

Interior Design students are happy to be participating at the Kitchen & Bath Industry Show (KBIS) on April 19-21 at the New Orleans Ernest N. Morial Convention Center. DAAB funded, 9 students and 2 ID instructors are attending. The Kitchen & Bath industry's main event is an inspiring, interactive showcase of everything new, where the brightest and best are assembled to spot trends, experience product introductions, and find the practical solutions and valuable connections that will take them into the future. Always on the leading edge, KBIS is the innovation resource for staying current,

competitive—and profitable. Students will become familiar with the best of KBIS, extensive show floor showcasing the latest products, relevant and informative conference program sessions, and networking events with world-renowned industry speakers.

Interior Design students are also participating at the 2013 Lake Forest Showhouse and Gardens, April 27-May 19. Gateway Technical College graduate, April Yazjim is working for SOLEDAD ZITZEWITZ INTERIORS, INCI; they have designed a living room: www.sz-interiors.com. Widely recognized as one of the top Showhouses in the country and the premier Showhouse in the Midwest, over the past 27 years this event has raised more than \$2.75 million dollars to provide medical services to Chicago's working poor. All proceeds from the Showhouse event helps to fund the Angel Harvey Infant Welfare Society of Chicago Community Health Center, located in the Logan Square community.

HORTICULTURE:

Horticulture instructors Kate Jerome, Kate Field, and Courtney Pfad have successfully completed their Phase II TSA. They are now working on documentation for Phase III in collaboration with other state colleges and our Institutional Effectiveness areas. The same instructors also met with James Gray at Gateway's Center for Sustainable Living to begin a master plan for Center and horticulture grounds.

Horticulture's floral design adjunct instructor, Jane Edwards, and her students prepare floral arrangements for multiple events at Gateway throughout the year. The most recent event, the staff awards ceremony meeting at the Madrigano Auditorium was beaming with their beautiful arrangements; a visual testament to current design

ELKHORN CAMPUS

A Veterans Brown Bag lunch was hosted on campus April 11 at noon.

The 2013 Take Your Child to Work Day will be held on campus April 25th. We have a full day of hands-on activities planned, concluding with an ice cream social.

Elkhorn campus Sunshine Committee is planning an end-of-semester staff BBQ on May 2.

Elkhorn hosted a Chamber Business After Hours event on April 2 with 38 community members in attendance. Tours of the campus were also offered.

Earth Day is being celebrated on the Elkhorn campus on April 20 with a vendor fair and activities organized in partnership with the City of Elkhorn Parks and Recreation Dept.

Dean of Campus Affairs Mike O'Donnell attended the board meeting of the Elkhorn Chamber on April 9th. He is also welcoming the AAUW to campus on April 11 with a short presentation and tour. Mike will be attending the retirement celebration for Greg Wescott, Elkhorn School District Administrator on May 2 at Evergreen Golf Club. Mike

supervised Study Sunday on the Elkhorn Campus March 24. He also attended a combined United Way kick-off meeting in Kenosha on March 26.

RACINE CAMPUS

Construction continues on the Lake Building first floor, the future Learning Success Center. Walking through the construction, you can now start to visualize where all of the people and students work together for a better learning atmosphere.

Construction has started on the Breakwater dining room and has resulted in a lot of dust from the cutting of concrete. We wish to extend a special thanks to our custodial and maintenance crews for keeping everything looking great on the Racine campus.

The following are events that were in the Racine Campus Conference Center:

March 5	District Wide Faculty In-Service
March 6	Strength's Luncheon "Adaptability"
March 13	GTC/WEDD/OSHA Safety Day Conference
March 14	Veteran's Brown Bag Luncheon Series
March 20	Racine City Council Candidates Forum
March 23	RUSD Annual Transition Day
March 28	RUSD School Board Candidates Forum

WORKFORCE AND ECONOMIC DEVELOPMENT DIVISION (WEDD)

Economic Development

Therese Fellner will serve as the keynote speaker for the Women's Business Conference in Eau Claire on April 25.

Therese Fellner and Robin Hoke attended the National Business Incubator Association conference April 7-10 in Boston. A delegation of ten faculty and administrators from the USAID/HED Entrepreneurship project with EST Oujda, Morocco, will meet them at the conference. They will also tour rapid prototyping shops and visit incubation/innovation centers in the Boston area.

Therese Fellner is using the Growth Wheel®, process with Absolutely Waterford's Main Street Program on organization business development for their membership.

The Wisconsin Economic Development Corporation (WEDC) Newsletter, Insource, highlighted the Wisconsin Business Incubation Associations' WBIA's newest offering - Growth Wheel®, an innovative, dynamic business modeling tool that can be used along the whole business life cycle, from concept to startup to existing business. "Growth Wheel allows us to map the needs and challenges of a new business, and, if I don't have a lot of previous experience in its industry, I can talk with other business startup experts outside of my region, because we're all speaking a common language," says Therese Fellner, director of business development at Gateway Technical College.

Kate Walker facilitated three Growth Wheel® advising sessions focused on new product with two Racine County, and one Kenosha County business on new products include improvements for construction, technology for music, and a medical product.

Workforce Development

Five students from the Forest Potawatomi Gaming Commission earned their BICSI IN250 Installer Level II Fiber certification on 3/23/13 and one student from the IBEW-159 earned a BICSI IN225 Installer Level II Copper certification.

COMMAND SPANISH - WEDD recently renewed our license for accelerated, industry specific Spanish language training due to customer demand. We have several part-time bi-lingual instructors ready to teach. Command Spanish is available for Healthcare, Law Enforcement, Business & Industry, Public Safety, Construction, Education and Child Care, and many more professions. For more information contact Lauri Howard at howardl@gtc.edu.

Using the Bootcamp model, Gateway will be offering a Youth CNC Bootcamp starting July 15, 2013 and running through January 24, 2014. Racine County students who will enter their senior year of high school, and who are at least 17 years old can finish high school and complete the Bootcamp at the same time. Area employers are working with educators, students and parents to raise awareness of good paying manufacturing jobs in our area. Employers will serve as mentors and provide employment opportunities during the second semester of senior year. For more information please visit: www.gtc.edu/youth-cnc. Applications are available at www.wdc.racineco.com starting April 8, 2013 and are due no later than May 17, 2013.

Gateway's Second Annual Safety Day was held on March 13th on the Racine Campus. The event was co-hosted by OSHA and the American Society of Safety Engineers. More than 140 attendees and 10 vendors were at the half-day event. Those surveyed responded favorably and some topics will now be offered as half-day seminars. For more information on available seminars please contact Lauri Howard at howardl@gtc.edu.

IBM and Oracle are in discussions with Gateway staff regarding faculty development at Gateway and a Train-the-Trainer model at other colleges across the United States in order to train the future IT and Business workforce.

The CNC Bootcamp 16 completion ceremony is scheduled for 1:00 p.m. on Friday April 19th.

Miscellaneous

Therese Fellner serves on the board of Junior Achievement-Racine. The 2013 JA Business Challenge was held at Gateway's SC Johnson iMET Center. Twenty-eight high schools teams competed at the event. Student teams worked in one large room at the iMET Center, with each team clustered around their own small table and single laptop. Each team made decisions about manufacturing the same fictitious product: the

ZX-10 Holo-Generator, a hand-held gadget that projects holographic 3D images. Therese Fellner was instrumental in coordinating this event along with Debbie Truckey, director of Junior Achievement-Racine.

On March 12, 2013 an NC3 partner school, Washburn Tech in Topeka Kansas, had the grand opening of their advanced HVAC training center sponsored by Trane Corporation and Snap-on. After many visits to Gateway touring our facilities, Washburn Tech was inspired to build an HVAC program and lab patterned after our very own Energy Labs. During the grand opening Kansas Governor Sam Brownback spoke passionately about the education and business partnerships formed through NC3 and thanked Gateway Technical College for being a national model that schools can look to for inspiration and help in implementing these kinds of programs that are training the next generation of students.

NC3's HVAC "Train-the-trainer" event will be hosted at Gateway Technical College July 16-19, 2013. Newly-designed curricula and lesson plans around Building Automation Systems / Advanced HVAC Controls will be introduced and shared with instructors from across the country attending this event.

WEDD instructor, Randy Reusser will be spending a week in May working at the Casino under the Occupational Competency Grant program. He will be working on security and surveillance systems. The Potawatomi have one of the largest and best surveillance systems in the World.

Randy Reusser is applying for the BICSI Registered Commercial Data Designer (RCDD) which will allow Gateway to offer more BICSI classes.

WEDD Instructor, Neil Petersen, was selected as Gateway's New Employee of the Year. Neil joined WEDD as our 2nd CNC instructor in August 2012 after 6 years as an assistant. Neil is highly committed to boot camp success. He also was key in helping set up the flexible manufacturing space at the iMET Center. Congratulations Neil – you are a true asset to Gateway!

Gateway Administrative Staff In-Service was held on April 11th. All administrative staff participated in an interactive tour of the iMET Center and overview of WEDD programs and services.

Gateway will be running camps in the Fab Lab at the end of June for middle school students. An all-boys camp is being offered for the week of June 17 followed by an all-girls camp the week of June 24th. For more information please visit www.gtc.edu/wedd.

Susan LaCanne has been using the Fab Lab as part of her 3D design class. Students have designed animated figures in class, and now through 3D printing, they are "bringing them to life" in the physical world.

Steve Whitmoyer from the Civil Engineering faculty has used the Fab Lab to build topographic models from the students CAD designs.

For more information on the Fab Lab and how you might use it please contact Greg Herker at herker@gtc.edu.

Debbie Davidson addressed the League of Women Voters in Whitewater on March 21st speaking on the topic of the Skills Gap.

INSTITUTIONAL EFFECTIVENESS

The Employee Learning department hosted its annual Gateway Journey Tour at LakeView Advanced Technology Center on March 28. Sixty-five employees accelerated their new employee orientation by attending the program. They were able to complete six requirements: Visit LakeView, meet the President, learn about the Gateway Foundation, learn about a major college plan (the referendum), learn about accreditation, and tour a program (our IT Academy at LakeView). We have 127 employees completing their orientation program, including 94 who were hired since June 2012. Ninety-eight employees have completed the Gateway Journey to date.

All programs will complete their program effectiveness cycle this month by submitting results of their quality improvement initiatives and student learning action plans to the Program Effectiveness Team. Program Effectiveness Specialist Jaime Spaciel, Instructional Designer/Student Learning Coordinator Nancy Chapko, and Program Information Specialist Jeff Johnson make up the Program Effectiveness Team and guide our faculty through these processes.

Welcome to our new Grants Specialist, Aidana Lira. She started on April 2 and will expand our ability to research, obtain, and manage grants to support many initiatives throughout the college.

STUDENT SUCCESS

As of April 2, we have collected 291 responses to our Customer Feedback Card survey. In our Student Services Centers, 97.2 percent of customers reported receiving the service they needed, 96.5 percent believe their transactions took a reasonable amount of time, and 99.6 percent agree they were treated with courtesy and respect. Results of these surveys are accessed weekly by the Student Services Center Managers, who follow-up with individuals who request further assistance. Results are also shared with staff who are mentioned by name.

Disability Support Services

On Tuesday, March 5, the Disability Support Services (DSS) department participated in the Faculty In-service and presented information on the services they provide students. Presenters Pam Herr, Dawn Kaiser, Lisa Sadowski, and Tammi Summers provided a lively and interactive presentation that included a fun-facts quiz, accommodations do's and don'ts, service delivery, and documentation requirements. An update on Deaf and Hard of Hearing services was also included in the presentation. The session ended

with lots of questions and inquiries from the faculty and overall appeared to be helpful and extremely informative.

How can instructors design instruction to maximize the learning of all students? The Disability Support Services faculty and staff want to encourage instructors to use Universal Design Instruction as an inclusive approach to teaching. In terms of learning, universal design means the design of instructional materials and activities make the course objectives achievable for individuals with a wide variety of differences. Universal design principles can apply to lectures, classroom discussions, group work, handouts, web-based instruction, labs, fieldwork, visual aids, and digital media. Applying these concepts give each student meaningful access to curriculum by assuring access to the environment as well as multiple means of expression and engagement. (Adapted from WTCS, Accommodations for Students with Disabilities Guideline, 2012).

Closed Captioning is on the way! A Closed Captioning Advisory Board will be assembled in the upcoming months to address the issue of closed captioned media at Gateway Technical College. The Americans with Disabilities Act (ADA), Section 508, addresses closed captioned accessibility for persons with disabilities; however research clearly shows captions benefit a much wider audience. Closed Captioning (CC) digital and audio media enhances understanding and recall as well as provides access to auditory content when sound quality or noise creates distractions.

The CC Advisory Board will tackle district decisions such as project timeline, budget, campus policy, purchasing new equipment, staff training, assessing existing captioning equipment, and whether or not if Gateway should caption videos in-house or use an outside vendor? District Deaf/Hard of Hearing Specialist Lisa Sadowski and Director of Student Support Tammi Summers want to encourage faculty to challenge themselves and if instructors are in the process of updating classroom media, do not order any DVDs or learning materials that do not have CC capability. The task is huge but necessary. As a college, it is necessary that for both our students and community that our media is accessible to the public - - the "whole" public.

Student Leadership Conference Planning Meetings: Completed on March 28, 2013

A series of meetings were held throughout the month of March 2013 with the Student Support Services Specialist and the Multicultural Peer Advocates. The purpose of the meetings were to effectively organize and finalize all of the information/details prior to Gateway's 1st Student Leadership Conference on April 4 & 5, 2013.

Classroom Presentations: Completed on March 28, 2013

A series of classroom presentations were held in various program areas district wide for the month of March 2013. The classroom presentations provided an entire overview of the services offered by the Multicultural Program (MP) at Gateway Technical College. Both Vanessa Perez & Julani Bayan, Multicultural Student Support Specialists, presented and answered questions with the intent to re-introduce the new model of the

Multicultural Program and to obtain interest for new student participants to the program. The MP was able to enroll 52 new students to the program in the month of March.

ELL/ABE Transition Post-Secondary Program: Ongoing

The Multicultural Program is currently in the process of developing a post-secondary transition program targeted to assist ELL/ABE students at Gateway Technical College to increase the retention efforts for this student population. The program will consist of hiring one ELL/ABE adjunct instructor to work with a cohort of 15 – 20 students along with a Peer Advocate “cohort leader” to assist in a successful transition for these targeted students. This program will also be advocating for S.T.E.M related skill sets to promote student success in S.T.E.M focus studies/career fields.

NTO/Displaced Homemaker Program

In February and March, both the NTO and Displaced Homemaker programs partnered with Sabrina Morgan and Vincent Lieu from the College Connection team to bring in over 100 high school students to Gateway Technical College. Fifty of those students took their placement test and started the process for entry into Gateway. With help from Student Services, Courtney Maple and Ken Riley provided tours and hosted Union Grove High School, Tremper High School, and The REAL High School. The tours included providing information on what types of programs Gateway Technical College has to offer and the steps necessary for them to begin the admission and enrollment process.

TRIO SSS Program

TRiO just submitted its Annual Performance Report to the Department of Education. This report reflected that performance had met all of the following grant objectives: (1) students served, (2) academic standing, and (3) persistence. In addition, the Gateway TRiO Program has been awarded 11 Prior Experience points that can be used to assist the college in receiving funding for another TRiO grant in the future.

TRiO is developing a new 6-week long Strength Course that will introduce students with disabilities to their top 5 Strength Themes after taking the Strengths Quest Assessment provided by the Gallup organization. This 6-week course will be offered in fall 2013 and will help to develop students' abilities to use their Strengths in academics, career choices, relationship building, and accommodation requests.

College Connection

On March 5, College Connection Coach A.J. Laird participated in the Faculty In-Service and assisted in the student scenarios. A. Laird also hosted information tables for evening family activities at Union Grove and Reuther High Schools as well as the Disability Support Services transition event at the Racine campus and Park High School's career fair. A. Laird was also a part of a career panel discussion at East Troy High School and a judge at the state DECA competition at Grand Geneva Resort. A. Laird signed up students for transcribed credit classes at LakeView Technology Academy and hosted an open computer lab for the KUSD Asynchronous Learning Day.

College Connection Coach Nikole Pucci participated in Women's Wellness Week at Badger High School. She facilitated a group discussion on the topics of goal setting and career planning. After the session, several of the participants asked to attend a one-on-one meeting with her to discuss technical college education. N. Pucci also participated in Bigfoot High School's Annual Career and Education Fair. N. Pucci has significantly increased the number of student visits at Waterford High School and Badger High School. In the last month, she has submitted five applications to Gateway Technical College.

COMMUNITY AND GOVERNMENT RELATIONS

Most of the past month was dedicated to sharing information to our communities regarding the referendum. There were over 60 listening sessions and speaking engagements that took place with a number of Gateway employees and students assisting with sharing the message.

This has also been a busy month legislatively at the college. We sent information to our legislators regarding LRB 1424/1, which is a potential bill that could eliminate the Wisconsin Technical College District as a form of local government. LRB 1424/1 would strip away local governance and ultimately control over our mission and purpose to leverage Gateway as an economic driver and workforce provider for the citizens of Southeast Wisconsin. Rep. Loudenbeck is planning a listening session on the Elkhorn campus on April 15th and Rep. Mason, Rep. Barca and Sen. Wirch are also planning a listening session on April 15th on the Racine Campus. Gateway's legislative breakfast will be held on the morning of May 3rd at the SC Johnson iMET Center. We are also working with student government on the development of pizza and politics night for the last week in April. These events will bring each county elected officials to the campuses for an informal night of discussion.

The Center for Sustainable Living has been busy with tours for new employees along with a workshop that was held for middle school students entitled "Solutions for Pollutions". This workshop was also held on the Burlington Campus. We are also working on a sustainability plan for our facilities that would give us some guidelines for upcoming remodeling and building projects.

The Wisconsin Association for Career and Technical Education conference was held in Middleton, WI on April 11-12. Gateway presented on the importance of partnerships. Bryan also received the state President Award.

Even though the 20th anniversary of the MLK celebration is not until January of 2014, we are in the process of planning activities leading up to the event. Manoj, Jayne and Stephanie met to discuss the development of an educational summit that will be held in September.

Our marketing department was very focused on informational support for the referendum. Work included creating a website, writing and editing informational materials, a video, a cable TV program, mailings, media relations, email blasts, social

media, posters/campus signage, campus TV messages, exterior message boards, booths at 4 community expos, listening session PowerPoint creation, listening session advertisements, billboards, and converting some of our existing ad opportunities to referendum messaging.

We developed postcards for priority registration students and fall semester guide to online registration.

The continuation of work with John Thibodeau to create a new staff recognition event to be held on April 4th, 2013.

Collaboration in working with departments to populate the new intranet site.

We are holding brainstorming sessions this week regarding the enhancement of our social media presence through greater cross promotion and using a multi-platform approach. An implementation plan will be developed and we will begin implementing within a month.

The Foundation Board Development Committee is in the process of recruiting board and committee members. Our second committee member has been appointed to the Golf Committee: Stacy Liebke of Kenosha.

As of April 4th, the Foundation has raised \$889,879 in funds for FY 2013. The gifts have been in support of the SC Johnson iMET Center, the Bootcamp Program, scholarships, Student Emergency Grants, Inspiration Grants and general operating support.

High school scholarship applicants have been notified of their awards. There are 16 recipients for the President's Opportunity Scholarship and 3 recipients for the Gateway to Success Scholarship.

Golf Scramble will be on Thursday, May 23, 2013 at the Kenosha Country Club.

The Foundation Staff has been out in the tri-county area at many events including the Kenosha Expo, the Y-Link Monthly Breakfast, Readers for Leaders Event, the KABA Annual Meeting, the Susan B. Anthony Dinner, Kenosha Rotary West, RAMAC Business After Hours, TEMPO Racine, AAUW Branch Board Meeting and the Elkhorn Chamber Business After Hours.

HUMAN RESOURCES & FACILITIES

- Jacqueline Morris reports:
- We filled 6 positions in the last month.
- We are currently recruiting for 3 positions
- Training continues in our new on-line hiring environment (NEOGov).
- Mary Halberstadt participated in the Readers are Leaders program at a local elementary school.

- The first draft of the Human Resources Intranet site was submitted.

Labor Relations is working on:

- 6 Records of Consultation – preparation and delivery
- 9 investigations regarding employee issues
- 6 issues for review and opinion
- 1 termination
- There is 1 active grievance currently in process to settle.

John Frost reports:

- We are preparing to rollout the 2nd version of the Web Time Entry software to the test group.
- The push continues for Electronic Signatures. The process is in the hands of the IS Department.
- The software from Perceptive/Image Now looks promising. The system was purchased and is rolling out in Student Services first.

Bill Whyte proudly reports that the Human Resources staff received the first 'Outstanding Team Award' at the new awards ceremony on April 4.

Bill Whyte noted the following:

- Many hours were spent preparing for the April 2nd referendum including a trip to the State Board meeting in Eau Claire where the concept review was accepted by the WTCS Board. With the failure of the referendum, we are now discussing a new strategy to try to meet our program needs within the constraints of normal borrowing. Some of the plans will not move forward.
- The compensation consulting RFP for the state HR Committee received four bids. Three of the firms will be interviewed at our state meeting in Green Bay on April 25th. I am the chairperson for the sub-committee.
- Debbie Miller and I worked with our insurance broker, M3, to reduce our health insurance renewal from 8% to 4% effective July 1. A couple of relatively minor plan changes will be made.
- Human Resources is working on a new performance appraisal plan to be introduced this summer.
- One faculty member's contract will not be renewed this year for performance problems.

Debbie Miller reported the following:

- She has received a student complaint against an instructor alleging harassment and bullying. She is in the investigative stage of the complaint.
- There are two investigations involving students where there was no probable cause to support a student's allegations of sexual harassment against another student and another student's allegation of harassment by her instructor.
- The OCR complaint filed against Gateway on February 13, 2013 is still open. Tammi Summers continues to work with the OCR to resolve this complaint.

- She has been involved in several employee discussions encompassing FMLA, ADA, attendance and/or performance issues. Also, she has been involved in several discussions regarding performance and unfair treatment in an effort to reach a successful resolution.
- She is still awaiting a response from the Equal Rights Department regarding the terminated employee alleging disability discrimination.
- Gateway received an Age Discrimination in employment complaint from the EEOC alleging age discrimination against a prior employee when he was not selected for two instructor openings. A position statement has been forwarded to the EEOC.
- She participated in a Workers Compensation workshop in Waukesha.
- We continue to prepare for the impact of the Health Care Reform Pay or Play Rules for Employers which affect us in January 2014.
- She met with the Deans to share information on how the Health Care Reform requirements will impact adjunct hiring.
- She continues to participate in the WTCS Benefits Consortium project.
- The Wellness Committee is preparing for 2014 Wellness activities. The sub-committees have been identified to lead our WELCOA Well Workplace benchmarks. There have been several interventions offered during this period such as Corporate Cup, Miles of Smiles, Massages, and Weight Watchers.