



## **GATEWAY AS A LEADER**

The Gateway Promise Endowed Campaign has reached \$3,930,471.

We are honored the Kopper Family decided to donate more than \$2,850,000 to Gateway Foundation's endowment for the Kopper Family Fund (for scholarships and short term training) and the Gateway Promise.

The Foundation was pleased to receive the following gifts from organizations:

- American Truck Historical Society (\$2,000) for the American Truck Historical Society Beer City Chapter Scholarship
- Camosy Construction (\$5,000) for the Foundation Scramble
- NC3 for the Promotion of CTE (\$9,000)
- Snap-on (\$13,100) for Kenosha Earth Day and Snap-on STEM Initiatives and an Autonomous Vehicle Kit (in-kind)
- Anonymous (\$43,000) for the Lakeside Legacy Project
- Town of Burlington Fire Department (\$1,000) for the Randy Beck Memorial Scholarship
- Wisconsin Hospital Association Foundation (\$3,454) for the Wisconsin Hospital Association Health Care Scholarship

## **ACADEMIC AND CAMPUS AFFAIRS**

### **School of Allied Health/Veterinary Sciences**

The Pharmacy Technician program has been authorized by the Pharmacy Technician Certification Board (PTCB) to offer both entry level and advanced training under their revised certification guidelines. Our sterile compounding certificate is also recognized by the PTCB.

The Pharmacy Technician program will be hosting a continuing education event on the Burlington Campus April 6. The guest speakers will address the growing popularity and clinical applications of CBL (cannabicyclol) and issues surrounding nutritional depletion during chemotherapy.

The HIT program is offering a continuing education webinar on April 11 in Racine. Several Veterinary Assistant students obtained job offers as a result of the recent Veterinary Science employer fair held in Elkhorn.

The Veterinary Sciences faculty are traveling to Wisconsin Indianhead Technical College on May 28 for a state-called meeting.

### **Manufacturing, Engineering & Information Technology**

American Welding Society Racine/Kenosha Section meeting at the Elkhorn Campus. Guest speaker and presenter Wally Janus performed and explained Blacksmithing techniques. The students enjoyed participating in the event.

Three Gateway students and four faculty members attended the Wisconsin Midrange Computer Professional Association. WMCPA is the user group for the IBM Power System, the platform on which Gateway Technical College's Software Development Program is focused. In addition, the conference held a successful career fair for our students. Students also took IBM certification tests and competed in a programming competition. Dustin Webber and Caracal Keithrafferty won the competition. Six students were selected as volunteers to help run the conference, introduce speakers and perform other services. By any measure, this was a very successful event.

On day one of the conference, WMCPA hosted the Women in IT Conference. This conference is designed to encourage young women to join the ever growing field of Information Technology. Over 20 local high school students attended. Gateway Technical College sponsored this event. In last year's IBM Systems Magazine, this event was highlighted and Gateway's sponsorship was noted. In fact, with the article in the magazine made a point to highlight the pivotal role of the college.



At present, the board of WMCPA is composed of GTC graduates. Only one member of the board is not a graduate of the Gateway Technical College.

## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Marketing and Communication**

Final planning and preparations are taking place for the Kenosha and Elkhorn Celebrate Earth Day events that will be held on Saturday, April 13 on the Kenosha and Elkhorn Campuses. The community is invited to enjoy children's activities,

environmental displays, electronics recycling and hands-on activities. A full schedule of events for each campus can be found at [www.gtc.edu/earthday](http://www.gtc.edu/earthday).

Work continues on the redesign of Gateway's website. The web team is busy developing the templates for the third phase of the website which will impact the remaining sections and subpages. The writing and web team will begin meeting with departments district-wide to plan and implement new content.

We're busy working with program faculty as well as Student Services to photograph our students and faculty "in action" for use in upcoming marketing pieces for the college.

The department's new annual Program of Study Marketing review process was launched in March. We have enjoyed working with program faculty over the past month to review and update marketing materials, testimonials, photos and video. We've been able to connect with the majority of programs and are now working to update materials. The annual review process will help us ensure we're best marketing our programs utilizing exciting and up-to-date information.

### **WGTD**

With program host Len Iaquina serving as moderator, WGTD Facebook-streamed a debate between the three Democratic candidates in the 64th Assembly district special election. The program was viewed nearly 1,500 times on Facebook and shared 20 times.

New ways are being found to highlight the insightful work of WGTD *Morning Show* host Greg Berg. With the help of Troy McDonald, Greg recently launched a daily podcast that already has nearly 300 subscribers. The podcast is in addition to WGTD's long-standing practice of archiving long-form talk programs at [wgtd.org](http://wgtd.org). Continuing to experiment with cameras in the studio, a *Morning Show* interview that featured "The Voice" contestant Betsy Ade was viewed more than 5,600 times and shared 77 times on WGTD's Facebook page.

### **Foundation & Alumni**

Thank you to our more than 415 donors who choose to support Gateway students and the community through the Foundation.

As of March 29, 2019 the Foundation has raised \$3,514,244. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni), corporations, foundations, and service organizations. Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, student emergency funds, and the Short Term Training fund.

The Foundation has co-hosted with the Gateway Wellness Initiatives, two of its three "Planning Life's Transitions" events for Gateway employees and retirees. The luncheon covers topics such as medicare, financial planning, and wills and trusts. Local professionals speak on their areas of expertise. More than 50 guests have attended.

85 high school students submitted applications for the 2019-2020 Gateway Foundation Scholarship Application for Students Graduating High School; 11 volunteers are reading applications. They consist of retirees, staff, alumni and Foundation board members.

Register now for the 25th Anniversary Foundation Scramble. On Thursday, May 23, you can golf with a goal and help Gateway students persist in their dreams. Registration information available at: [gtc.edu/FoundationScramble](http://gtc.edu/FoundationScramble).

The Alumni Association sponsored the Alumni on Campus Speaker Series with Dave Strand, President & CEO, TPS (Thermal Product Solutions) and Wisconsin Oven Corporation. More than 40 Gateway students, alumni, staff, adult high school students and community partners attended.

Mary Kubicki ('09; Supervisory Management) has been named our 2019 Distinguished Alumni. Ms. Kubicki will be formally recognized at Gateway's graduation ceremony in May.

## **ENROLLMENT**

Year-to-date enrollment, including summer, fall and current spring, is down -2.4%. Summer enrollment is currently down -9.2%. Significant focus and efforts related to summer enrollment is in place. Fall priority enrollment has begun.

## **FINANCE, ADMINISTRATION AND FACILITIES**

### **Joint Review Board**

Bill Whyte represented Gateway Technical College at the Village of Bristol meeting (TID #2) on March 26, 2019 and Mt. Pleasant on March 19, 2019.

Sharon Johnson represented Gateway Technical College at the Village of Caledonia meeting (TID #5) on April 15, 2019.

### **Facilities**

A preliminary three year facilities plan has been completed and after internal reviews will be presented to the Board in May for approval in June. It is due at the state office on August 1.

The iMET addition and the Kenosha Academic 2nd Floor projects continue to progress and are currently on track to be completed on schedule. The facilities team continues to work in an effort to reduce any disruptions to our Student population.

### **Safety and Security**

Nothing major to report in Security. Maxient reports continue to flow in.

Tom Cousino attended a Drug Free Schools and Communities Act (DFSCA) compliance training day hosted by D. Stafford & Associates in conjunction with

DMI. This training was focused on helping the different Technical Colleges with their compliance efforts in relationship to the DFSCA.

Tom Cousino also attended a Crime Prevention Through Environmental Design course on 1-5 April. The course is designed to help security and facilities professionals design spaces and buildings with consideration given to preventing and deterring crime while also creating an inviting space. This course will be extremely helpful as we continue to update our spaces to enhance our student experience while also keeping crime prevention and safety at the top of our minds.

April 8-12 is Tornado and Severe Weather Awareness week through the State of WI. We will be sending out helpful information throughout the week to increase awareness and share helpful information.

### **FY 2019-2020 Preliminary Budget Update**

We have successfully completed the preliminary budget for FY20 and will present it to the Board on April 18th.

### **2019 Districts Mutual Insurance (DMI) Risk Mitigation Forum**

Tom Cousino and Sue Debe attended the 2019 DMI Risk Mitigation Forum April 10 - 12, 2019. Highlights of this forum included a joint risk managers, environmental health and safety and campus security quarterly meeting. DMI hosted a 15th anniversary celebration dinner. Forum attendees had session choices that included issues in cyber liability, reputational risk for higher education, network intrusions and phishing attacks, current drug trends in higher education, sexual assault awareness and prevention approaches for higher education, use of public space/free speech, recovering from an active shooter incident, critical business continuity recovery plan components and minors on campus.

## **HUMAN RESOURCES**

### **Certification & Negotiations**

The GESP and GTEA have re-certified. Negotiations will be conducted on April 17 for both units and the new contracts will be effective on July 1, 2019. The CPI is 2.44% and this is the maximum increase to base pay allowable under Act 10.

### **Compensation Study**

The Compensation Study is ready for presentation to each of the bargaining units and will reflect the current market pricing that is an essential element of the project.

### **Faculty Workloads**

Some significant changes to faculty workloads has been communicated and becomes effective on July 1 including substantial reductions in the time devoted to administrative work. This will put instructors in the classroom more and reduce the need for some of the adjunct instruction.

### **Overloads/Underloads**

John Frost worked with the Deans to insure that we have proper levels of instructional workloads for our faculty members. This resulted in the lowest levels of both overloads and underloads recorded.

### **Supervisor Training**

There has been real life training for all supervisors in the understanding of the employment thresholds for both the Affordable Care Act (ACA) and the Wisconsin Retirement System (WRS). This training helps to make sure that all supervisors are properly managing their employees to these thresholds.

### **WTCS HR Director's Meeting-Wisconsin Rapids**

John Frost and Jacqueline Morris attended the March WTCS HR Director's Meeting at Mid-State Technical College. He was re-elected to serve as the Secretary for this group and to work to facilitate the exchange of new ideas and best practices.

### **WCA Group Health Trust**

Debbie Miller and her team negotiated an agreement for the 2019-2020 rates with WCA Group Health Trust. Originally WCA Group Health Trust asked for a 9% increase and following negotiations the increase will be 3% for next year.

### **Early Retirement Benefits**

The Early Retirement Benefit Committee has been meeting to reduce early retirement benefit costs. The Committee has identified a hybrid approach to this problem which is currently being analyzed to determine feasibility.

### **403(b) Plan Administration**

Gateway Technical College moved from Mid-America to TSA Consulting Group (TSACG) for administration of our 403(b) plan.

### **Title IX Student Training**

Josh Vollendorf led the creation and development of our on-line student in-house training on Title IX. This is a 12-14 month project which was kicked off March 12, 2019.

### **Valuing Differences Presentation**

Debbie facilitated the 'Valuing Differences' workshop for this year's Gateway to Leadership participants.

### **United Way 'Readers are Leaders'**

Jacqueline Morris volunteered as a Reader for the United Way Readers are Leaders Program. She read to a second grade class at Grant Elementary.

## **INSTITUTIONAL EFFECTIVENESS**

Each year, Gateway recognizes outstanding contributions made by its employees to the success of our college with Institutional Effectiveness staff coordinating the process. The 2018 outstanding employee award recipients were recognized at the 2019 Red Carpet Reception on Wednesday, April 10<sup>th</sup>. For the 10 unique categories,

93 nominations were received from 68 nominators. A panel of 10 judges were selected to score the nominations for each category. Judges selected had not submitted a nomination nor had been nominated for an award and were from a cross section of representatives of all divisions and campuses including faculty and other non-administrators.

### **Career Pathways**

The Director of Career Pathways and Program Effectiveness hosted the college's third AACC Guided Pathways visit on March 3<sup>rd</sup> and 4<sup>th</sup>, with a focus on scheduling. The site visit team was joined by Dr. Joyce Walsh-Portillo, AACC project coach, who provided guidance and oversight during each activity. The two-day site visit included work with faculty and staff on a variety of components, including scheduling policies, curriculum sheet structure, and establishing a one-year timeline of activities related to scheduling redesign, all with the student in mind. A closing report-out for college stakeholders included action items and recommendations and provided an opportunity for staff to provide feedback and suggestions for additional items to consider.

On March 15<sup>th</sup>, the college hosted the second Gateway/UW-Parkside articulation summit at the Madrigano auditorium. Approximately 100 administrators, faculty, deans, and student services staff members gathered together to discuss the highlights of our collective work over the past year and establish affinity group work plans to address future needs and opportunities to focus on in 2019. Each affinity group was tasked with identifying specific action items and timelines for completion, which will be monitored by the Director of Career Pathways and Program Effectiveness and shared with the joint Lumina Talent Hub team.

On March 26<sup>th</sup>, Gateway hosted its third Automotive Pathway Night for students in the Racine Park High School automotive program and their parents. The evening started at Park High School where parents received a tour of the high school lab, and then boarded a bus to the Horizon Center where Gateway's team welcomed the students and parents for dinner and then provided a program including information on WATDA scholarship opportunities, dual credit options, career pathways, and program courses and industry certifications. Recent graduates from the Park High School program who are current students in Gateway's automotive program also spoke with students and parents about their experiences and transition to Gateway and highly encouraged them to consider Gateway as their next step after high school. The evening commenced with a tour of the Horizon Center, where students and parents were able to speak with instructors and view classes in the lab.

### **Employee Learning**

Faculty hired before August 2015 must complete their Faculty Quality Assurance System (FQAS) requirements by July 2020. To help over 150 adjunct faculty meet this goal, Employee Learning has scheduled nine FQAS courses over the summer. We have also created a schedule of classes for the next academic year so that adjunct can develop a completion plan. The schedule, based on need, offers at least one section of each required course each semester. Courses are also open to newer full-time faculty needing to complete their FQAS requirements.

## **LEARNING INNOVATION**

### **Information Systems**

The implementation of Ellucian Elevate is in progress.

The implementation of a new reporting system to replace the Colon Prompt is in progress.

The investigation of options to compensate for the eventual phasing out of Web Advisor in favor of Self Service is in progress.

Updated Self Service and the WebAPI to 2.22 and 1.22.2 respectively.

Migrated Home phone numbers storage location to be compatible with Elevate and updated reports to use the new location.

Enabled the TimeClockPlus mobile app.

Resolved a number of issues with the Infosilem Enterprise export from Colleague.

The upgrade of Perceptive Content Transform is in progress.

### **Technology Operations**

A new team member was hired in consideration of Tim Becker's upcoming retirement in July. **David Aguirre**, a 2017 Gateway graduate of our IT Program, is now a Computer Support Technician assigned to the Infrastructure team. We look forward to David contributing his skills and efforts in LID.

Gateway now has network connectivity and servers up and operational in the Kenosha County data center in downtown Kenosha. This remote site on the Kenosha fiber ring will serve as a third data center location for Gateway and will add to our network resiliency in the event of an extended outage incident at Gateway.

### **User Experience**

Two new team members were hired to fill two CST vacancies due to one employee taking a different position at the college and another recently leaving the college. Jonathon Becker will be working at the Racine campus and Timothy Zinniker will be working at the Burlington Campus. Both of these gentlemen were casual employees and will be graduating from IT programs at Gateway this semester.

The annual computer upgrade order has been placed. Equipment will be deployed to users and classrooms throughout the summer semester. We are collaborating with facilities staff for assistance in moving incoming equipment to our storage and inventory spaces as we process the order.

We are working closely with the Infrastructure team in Tech Ops as well as the IT Support Specialists to prepare the equipment order for the expanded IMET facility.

This order will include the multimedia equipment needed for the classrooms and meeting spaces in the facility.

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **College Access**

In the Month of March the College Access team had another successful month. Our Dual Credit team wrapped up Spring Transcribed Credit Registration district wide. Not only did our New Student Specialist visit their selected high schools, they also held a variety of tours, visited our community and gave presentations about Gateway Technical College. The admissions team has been diligently processing all documents to ensure quick program acceptance. The Dual Credit team is also in charge of this years RUSD 9th grade tours which started at the end of March and will be completed in April. Within 7 days, 1500 students have visited our Kenosha and Racine campuses. In April we look forward to finishing up the RUSD tours and getting more students admitted into Gateway Technical College.

### **Student Finance Specialists**

427 calls were connected to the SFS from the Contact Center. They met with 27 potential students at Promise workshops. They are sending Financial Aid missing information packets to the high schools with the NSS and have made 4 trips into high schools to help Promise students get files complete for 2019-20. SFS met with 121 students at All Things Student Finance events during the month of March.

### **Financial Aid**

The Financial Aid Office and Student Finance Team called 187 students who were registered, grant eligible and had not completed their financial aid for 2018-19. \$2,319,000 was disbursed in Financial Aid.

### **Student Accounts**

The Student Accounts team has been preparing for fall registration. We have worked diligently to update the student fees and the student payment plan. We continue to provide daily outreach to students to educate them on the payment arrangement options.

### **Academic Advising**

The second annual Gateway/UW-Parkside articulation summit was a great success. Gateway and UW-Parkside discussed the need to establish clear articulation processes and agreements to facilitate strong transfer opportunities for students in our region.

Academic Advisors now have table coverings with their expert name to use at events.

### **Career & Employment Services**

The Career Counselors offered their expertise to classrooms with mock interviews, held job fairs and held career planning sessions. Career & Employment Services did not have table coverings with their expert name to use at events.

## **Express Services**

Express Services have been supporting College Access with the Start College Now applications and supporting documents.

## **LEARNING SUCCESS**

### **Multicultural Program**

The Multicultural Program wrapped up the student leadership and diversity conference, themed GLOW - Go Lead Our World. This year the conference took a different shape, offering 3-days of experiential opportunities for students and staff -- district-wide Manifest Awareness Gallery, Somos Latinas: Voices of Wisconsin Latina Activists, Sankofa Freedom and Civil Rights Tour and the Gathering of Leaders closing event -- with a total of 267 participants.

The district-wide Manifest Awareness Gallery was a district-wide, museum-style display that included creative awareness works created by Gateway students and staff. This program recognized a variety of human experiences from a local to global perspective and encouraged awareness of social justice, equity, leadership and mattering.



As part of Gateway's GLOW Conference, the Sankofa Freedom and Civil Rights Tour took students to a journey of places that played a significant impact in the freedom and civil rights movements of Racine and Milwaukee. This immersive experience imparted a wealth of knowledge of the freedom and civil rights movement's legacies on a local and national level. Participants were able to explore their own connection to struggles for freedom and leadership driven by justice and inclusion by going on a sankofa journey of *fetching what is at risk of being left behind, forgotten*.

### **Testing Services**

On Wednesday, May 22nd at 5:30pm, we will be celebrating the accomplishments of our Adult High School, GED, and HSED credential recipients at our annual graduation ceremony to be held at the Madrigrano Auditorium on the Kenosha Campus. The ceremony will honor the hard work of our students and their dedication to continuing their education.

During the presentation, we will have the privilege of hearing from two wonderful speakers; Angela Haney, our new District Star Ambassador and our keynote speaker, Jorge Nieto, Associate Dean of General Studies. All are welcome to celebrate with the staff and students on this wonderful occasion!

### **Disability Support Services**

On March 5th and March 12th, 2019, Gateway Disability Support Services welcomed students with disabilities from 10 area high schools located in Kenosha and Racine counties for the annual Gateway Experience events. Gateway Experience events are held at each of the main campus locations in Kenosha, Racine, and Walworth counties each year. Approximately 85 students learned about the great support services that are offered at Gateway. Disability Support Specialists hosted a visit which included three breakout sessions of getting to know Gateway support specialists, a scavenger hunt to gather information about various resources, lunch, and a closing session in which current Gateway students involved in the TAG (Trio Achievers Group) support program spoke about their personal experiences with Gateway support services and how they have addressed and overcome barriers. The Gateway Experience events are a great way for the Disability Support Specialists and instructors to follow up with prospective students and help them make the transition to Gateway a smoother process.

## **BUSINESS & WORKFORCE SOLUTIONS**

### **Apprenticeship**

The electrical apprentices were given a lab space previously filled with machines. The power supplies for the machines were disconnected at the electrical panels, but left through the floors not knowing what will be installed in that space. The first year apprentices started removing the conduit from the floor below and capping the wires in existing pull boxes with the use of a lift. They then used grinders to cut off pipe stubs protruding through the floor, removing any trip hazards. Existing disconnect were removed, relocated, and rewired to work stations to provide 480 volt 3 phase power and 208 volt 3 phase power to work on future motors and control classes.

The 3rd year apprentices built a 200 amp 240 volt service on existing wood framed studs. They also installed switches and receptacles as you would find in a residential setting. Ultimately this will become Gateway's Green Apple Lab where will issue our Greenlee Certifications through NC3.



## **Fab Lab**

Fab Lab connected with four different school groups this month, including class activities with REAL School, Lakeview Tech students, workshops with Bridgehomeschool Group, and continuing our Hack-A-Thon with St Lucy's Catholic School. We also continued our outreach with Dr John Bryant Community Center, teaching CAD and 3D printing, and showing kids our new Robotic Arms from STEM 101.

This month the Lab was a part of a Pop Up Exhibition, with the Kenosha Public Museum. "Digital Transitions New Tools New Art", highlighting art being done in lab and maker spaces. On display was work generated in Gateways Fab Lab that highlights our move into digital art curriculum.



We had visits from employees with Higher Expectations and a group from ATEA Excellence Seminar.

Gateway classes in the Lab this month were HVAC, Architecture, Advanced Illustration, Tool and Die and Cosmetology.

The Lab participated in the Parkside's Manufacturing Expo, the Elkhorn Mini Maker Faire, on hand with Virtual welding 3D printing, CNC, robotics and also the iMET's Women in Manufacturing event.

The Fab Lab Club hosted a game night, printing game pieces, and a taco bar. Good fun for all involved, especially when there is a 3D Drawing pencil on hand!



Many great engineering ideas at the St Lucy's Catholic School Hack-A-Thon.



Webelos Pack #533, attended a blueprint reading workshop, making balsa wood planes, taught by Todd Krewel, Gateway adjunct.

The Fab Lab was a proud participant in Gateway's Women In Manufacturing Event. Women and female students from the region convened to explore career paths for women.

We finished out with participating in UW Waukesha's visit to Racine Campus, taking the truck and displaying 3D Printers.



B&WS Instructor Randy Reusser led a "Repair Day" for electronics students on Wednesday March 27, 2019 from 3-5 pm. The event was sponsored by the Society of Women Engineers (SWE) Club and they repaired a 50 in flat screen TV for Civil Engineering and a 32 in TV for a student. Over the years there have been many Repair Days with more to come.

On March 29, 2019 the second group of Low Voltage Certified Technician (LVCT) students completed their first year of the two year program. As a group they earned 110 technical certificates and certifications including Belden IBDN726 Copper Certificate, Greenlee/NC3 Fiber Preparation and Termination Certification, ETAI Customer Service Specialist Certification, and many more.



This group has worked very hard and have grown technically and professionally!

## **Fast Forward Grant Updates**

Currently there are trainings going on for Electrical Assembly, Hospitality Management, Carpentry/Construction, and Pre Apprenticeship Construction.

The 8 students in Hospitality Management will complete on April 8th. There are six employers that will be doing mock interviews with the students on April 3rd, employers are the Grand Geneva, Hilton, Doubletree, Lakelawn and Oak Fire Pizza.

The 9 students in Electrical Assembly will be complete on April 2nd. The first cohort of 7 students in Carpentry/Construction will be complete April 18th. They will be conducting mock interviews on April 9th.

The next cohort of carpentry construction will begin May 6th and is currently being recruited for. The first CNC training is currently being recruited for with a start date of April 29th. There is an interest list of 45 students and 16 who have taken their placement exams.

The first cohort of CDL students will begin on April 1st, the next cohort will begin July 17th.

There is currently recruitment going on for the 2nd cohort of CNC, Industrial Maintenance, Logistics, Math 1, Math 2, Writing Principles, Reading Principles and Customer Service.