



## **GATEWAY AS A LEADER**

The IE division has begun collecting nominations for our annual Outstanding Employee Awards, which recognize employees in 12 categories for their excellent work in 2020. Peers nominate individuals or teams, and a cross-departmental panel of peer judges select the winners each year. Thanks to Stephanie Slater, IE Administrative Assistant, for managing this important project.

## **ACADEMIC AND CAMPUS AFFAIRS**

### **School of Business and Transportation**

Our aeronautics program has joined Fox Valley in writing an aviation grant that would be shared between both colleges. It is now submitted and we should hear sometime next month if Fox Valley and Gateway will be awarded the grant.

### **School of Manufacturing, Engineering and Information Technology**

JFF, a Google contracted supplier, worked with Gateway to provide Google content (Video presentations) which we used to develop two courses aimed at exciting young students into careers in the IT help desk space. These videos were all professionally created with Google staff of all backgrounds. In addition, they provided test modules that when passed lead to students earning up to 5 digital certificates. Gateway was a lead college in this project and is continuing to use these courses to attract high school students.

The latest report shows the significance of these classes from all of the colleges using the Google materials.

5,863 students enrolled in the Google IT Support Professional Certificate program, with 1,175 completers to date.

42% of the enrolled participants were women, and 49% were from underrepresented populations.

52% were between the ages of 24 and 45.

23% had never taken an online class before.

85% of those who completed the program reported that it had a positive impact.

23% reported that the certificate helped them land a job or advance their IT education.

Nearly 60 companies joined Google's consortium of local employers.

Jill Eide, one of our Electrical Engineering instructors, developed an amazing take-home kit for her REAL school students. Jill determined the parts and test equipment needed to perform the hands-on labs for our open lab classes at home. She wrote up note sets for the students and with the help of Ericka and Rosie, department associates and filled 130 envelopes for our Gateway and REAL school students. Jill delivered the parts, kits and test equipment to each of the REAL school students' homes, so they would all be able to do the hands-on portions of the labs.

Our Gateway students came to iMET to pick up their kits this week.

### **Pre-College Division**

ELL Level 4 (Kenosha, E. Asma) students participated in a virtual cooking class led by guest chefs, Julie Marr (Canada) and Francesco Creanza (Italy). Each student made their own Olive Oil Citrus cake.

42 students are currently enrolled in Spanish HSED 5.09 cohort. 60 students are currently active in the college's 5.09 program (this is separate from the YWCA 5.09 cohorts).

### **Racine Campus**

Demolition is in progress for the Lincoln Building.

Health faculty from the Lincoln Building have moved into their temporary location on the 1st floor of the Racine Building.

## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Community and Government Relations**

There have been many conversations at this time with our legislators as we are working with a new administration. We have been involved in a virtual lunch with Rep. Vos as well as participating in the national ACCT conference and Wisconsin briefings. Working with USG, we are adjusting our usual Capital visits to virtual visits with student videos and information sharing.

### **Sustainability**

Conversations have begun around our annual Earth Day celebration this year and what it will look like. We will be combining Earth day and Ecofest this year and offering one virtual event with pick up activities on the campuses.

The high school annual sustainability summit is also going to be offered virtually this year. This event will take place in April.

### **Marketing**

Marketing for Gateway's Promise program for high school students is in moving forward through the spring until the June 1 application deadline. We have already begun with targeted postcard mailings to high school seniors, social ads promoting workshops as well as printed materials.

Marketing has been working with recruitment to continue to look at additional ways to reach high school seniors who may be learning virtually this year. We've sent out two personalized mailings from the students' New Student Specialist working to build connections and promote available application support. In addition, we're working to create custom welcome/intro videos for each NSS that can be shared via our CRM.

Planning and preparations are underway for the annual Celebrate Earth Day in Elkhorn and Kenosha and EcoFest in Racine. We are looking forward to planning an exciting virtual event in April including online demonstrations, presentations and a virtual vendor fair. In addition, we're hoping to offer drive-thru activities such as electronics recycling and tree pick up at campus locations as well.

### **Foundation**

We are grateful to our 383 donors who choose to support Gateway students and the community through Gateway Foundation.

As of January 31, 2021, the Foundation has raised \$ 1,168,808. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni and community members), corporations, and civic organizations. Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, Promise 2 Finish, Fresh Start to Finish Grants, student emergency funds, and the Short Term Training fund.

**WGTD** will carry complete NPR coverage of the Senate impeachment trial of Donald Trump, as fed to us via our network, Wisconsin Public Radio's 'NPR News & Classical Music.'

### **ENROLLMENT**

The Fall semester enrollment remains negative -15.5%. With the delay of the start of the Spring semester and the additional recruitment and enrollment activities, Spring enrollment has significantly rebounded and is down -5.8%. Year-to-date enrollment, including summer, fall, and spring enrollment is negative -11.6%.

### **FINANCE, ADMINISTRATION**

#### **Divisions Connections**

The Business Office Team hosted a Divisions Connections on February 4, 2021 with guests Matt Janisin and Steve McNaughton from the Business Workforce Solutions (BWS) division. Highlights of Matt and Steve's participation in the team's meeting included the Business Workforce Solutions division's purpose and how the BWS team functions to meet the needs and goals of students and customers within and outside of the Gateway Technical College community. Their presentation brought to light how the BWS division is run like a business while maintaining awareness of customer human aspects and expectations with customized training, specialized programming, employer resources and partnerships, and college collaboration. Thank you, Matt and Steve, for connecting with the Business Office team!

## **Budget Overview**

Sharon Johnson presented a budget overview to the Gateway to Leadership team.

## **Administrative In-Service**

Jason Nygard presented a budget update at the Administrative In-Service meeting. Chris Ziarko presented a refresher training on Concur at the Administrative In-Service meeting.

## **FY 2021-22 Budget Process Update**

Initial FY 2021-22 budget submissions were presented at the February 1, 2021 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**

Submissions have been completed for the WTCS Perkins, State and AEFLA grant proposals to the State. New WAT grant proposals are due to the State May 3. Special Revenue Fund preliminary budgets and personnel allocations are being generated for planning purposes. We continue to provide financial support for new grant proposals.

## **Audit Firm Selection**

The RFP to select an audit firm for the upcoming 5 years has been released and proposals have been returned. Sharon Johnson and Chris Ziarko, along with representatives from all 16 technical colleges, will participate in interviews with 8 different audit firms to award the contract. Each college has the option to choose the firm they desire.

## **HUMAN RESOURCES**

### **Committee Work**

John Frost and Magan Perez continue to participate in the GPS (Gateway Preparedness & Stabilization) Committee to discuss the changing landscape of COVID. This also includes changing regulations and additional relief.

Lisa Guerrero attended a WTCS DEI (Diversity, Equity, Inclusion) Committee workshop that focused on stereotypes.

Lisa Guerrero serves as the Chair of the WTCS Recruiters Group and is responsible for creating agendas and schedules to discuss issues that recruiters across the state face.

### **Training/Continuing Education**

Jacqueline Morris participated in *The Racial Equity Institute Phase 1 Training*. This training is designed to develop a better understanding of racism in institutional and structural forms. The Phase 1 workshop presented a historical, cultural, and structural analysis of racism.

Magan Perez attended EBC (Employee Benefits Corporation) webinar *COVID-19 Relief Updates for 2021: Health Care and Dependent Care FSAs* on January 14<sup>th</sup> to review updates to our FSA plan and options as it relates to the COVID relief bill that was passed in December 2020.

Jacqueline Morris, Magan Perez, and Heather Halbach participated in the Quarles & Brady HR Roundtable for Higher Education on January 26<sup>th</sup>. This meeting focused on best practices as it relates to: current discussion of FFCRA extension, recent Title IX changes, vaccine roll-out, and remote work procedures.

Lisa Guerrero trained with Jacqueline Schildhouse on the process of preparing qualifications for hire that will be presented to Zina for approval.

Lisa Guerrero attended a Targeting Veterans for Employment Workshop on January 19<sup>th</sup>.

### **GTEA**

Jacqueline Morris and John Frost hosted two sessions with the GTEA bargaining team to discuss the 20/21 based increase. John took on a spokesperson role for the management team during the January 22<sup>nd</sup> meeting.

### **Events**

Jacqueline Morris participated in the 27<sup>th</sup> Annual Martin Luther King Jr. Celebration as the Humanitarian Chair.

John Frost participated and listened in the Crucial Conversations Meeting held on January 13<sup>th</sup>.

MRA (Management Resource Association) joined the January 20<sup>th</sup> weekly HR meeting to review available resources provided to the HR Department.

Jacqueline Morris and Magan Perez host weekly internal college meetings related to the COVID vaccine preparations.

Jacqueline Morris and Magan Perez participate in bi-weekly meetings hosted by the Health Department related to County COVID news and information.

Lisa Guerrero participated in the FQAS (Faculty Quality Assurance System) for WTCS quarterly call.

Lisa Guerrero started to facilitate *Beyond Bias* interview training to anyone who is a member of an interview or screening committee.

### **Projects**

John Frost worked to develop plans and processes to start a new Supervisor Mentoring Program. He presented these plans and processes to the Supervisor Development Workgroup and Supervisor Training Committee. Next steps will be to test out the new program process. Will be working with Innovative Mentor Provider to facilitate the testing.

Magan Perez has registered Gateway Technical College as a 1B organization for the COVID vaccine with the Health Department.

Lisa Guerrero has developed a new interview questions and scoring form for interviews that will align with DEI (Diversity, Equity, Inclusion) initiatives.

Lisa Guerrero, Selina Bohn, Sam Duczak, Robbin Vester, Jessica Johnson, and Heather Halbach are working on the transcribed credit application process to streamline.

Lisa Guerrero is working with Josh Vollendorf to collect and organize the data needed to support adverse impact reporting.

Lisa Guerrero is working to standardize the Adjunct applicant and interview process.

### **Recruitment**

Lisa Guerrero did some out of the box recruiting for the SC Johnson Grant Advanced Manufacturing Instructors vacancy. Lisa reached out to niche groups to source candidates, as well as 35 jobs pages on Facebook, 5 pages on LinkedIn, and other community organizations. She emailed 265 previous applicants that met the educational and experience qualifications to express interest in them as a candidate for this role.

## **INSTITUTIONAL EFFECTIVENESS**

John Thibodeau co-presented a webinar with consultant Scott Geddis through the Center for Appreciative Inquiry highlighting our successful all-faculty inquiry on teaching and learning excellence, which took place in August 2020.

### **Employee Learning**

Five new faculty attended the New Faculty Institute (NFI) LaunchPad in January. The NFI LaunchPad is designed to give new faculty the information and tools they need to be successful in their first semester of teaching at Gateway. The training, held virtually, includes an overview of Gateway as well as information about faculty assignments, creating a syllabus, Blackboard, lesson planning, student support services, and more.

A change in the WTCS Occupational Competency Grant funding (due to the pandemic) has allowed Employee Learning to provide more support for faculty professional development. The additional funds allow faculty from CNC Technology Horticulture, Interior Design, Law Enforcement, Nursing, and Physical Therapy Assistant to participate in additional learning opportunities. It also allowed Employee Learning to purchase an “all college” registration for this year’s virtual NISOD International Conference on Teaching and Leadership Excellence. All staff will be able to attend conference sessions as well as the awards ceremony honoring our President’s Excellence Award winners.

### **Research, Planning and Development**

Work has begun on collecting input for the next strategic plan, Vision 2024ward. In January, the Executive Leadership Council and the Planning Council discussed the overall structure of the plan. Then at the Administrative Staff In-Service, there were

brainstorming activities related to environmental scanning and possible strategies. The next step will be to conduct a survey to solicit broad input from students, staff and the community in preparation for writing of the plan this spring.

The Grants Office submitted 11 grant applications to the Wisconsin Technical College System in December and January. Some of the grants are allocations and some are competitive, with requests totaling over \$2.8 million in state and federal funds. The grants support a variety of initiatives related to instruction, support services, and professional development.

### **Pathways and Program Effectiveness**

The program effectiveness team launched the Program Vitality process for all of the programs in the School of Protective and Human Services (SoPaHS) 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, 2021, SoPaHS faculty will conduct an environmental scan, review two 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.

On January 26, 2021, the Director of Career Pathways and Program Effectiveness participated in a panel discussion for the American Association of Community College's (AACC) Workforce Development Institute on the value of industry credentials in CTE pathways. Along with Dr. Bethany Ormseth and educational executives from Snap-on, the Director of Career Pathways and Program Effectiveness shared best practices from Gateway's career pathways and CTE structures with invited college leaders who are interested in establishing similar partnerships with Snap-on and NC3. A few participants have reached out for more information on Gateway's relationships with certification entities and pathway options.

## **LEARNING INNOVATION DIVISION**

### **Technology Operations**

The decision by the Academic Division and the Learning Innovation Division to jointly create an Industrial Internet of Things (IIoT) technician position has proven to be extremely successful. Just ask any of our MEIT instructors or our high school students who have had an opportunity to explore our CIM lab, either in person or remotely, led by IIoT Technician David Aguirre. Most recently, 60 students from Case High School attended a virtual walkthrough of the lab in a webinar format with Pat Hoppe, Greg Chapman, and David.

They did it! The Network Operations team with assistance from the Infrastructure Team implemented our fiber optic network refresh with a new design and technology called CWDM (Coarse Wavelength Division Multiplexing). This new simpler network design and the use of CWDM adds improvements in both supportability and survivability in the event of a fiber cut in any one part of our wide area network. In

fact, our network now is one large “ring” which connects all Gateway locations across all three counties. You may have also noticed that we had no network interruption due to this network refresh, thanks in large part to our fiber partner MWFN.

### Information Systems

The Year End Processing for W2s, 1098-Ts, etc. has been completed.

We have converted to the SaaS version of TimeClock Plus.

The changes desired to implement the one active program for students limit are in progress.

Information Systems is participating in the AEFLA grant Data Flow review.

### User Experience

Student equipment distributions have continued for the Spring semester. The chart below shows the amount of equipment and number of students impacted by these distributions. As of 1/31/21, we have distributed laptops, chromebooks, and/or hotspots to 5.69% of our students. This is an increase from 5.21% for the fall semester.

Spring 2021							
	Laptops	Chromebooks	Hotspots	Number of Students Receiving Equipment	Number of Students who did not pick up equipment	Number of Students who canceled requests	
Burlington	0	1	0	1	0	0	0
Elkhorn	10	1	6	14	2	2	2
iMET	1	0	0	1	0	0	0
Kenosha	30	6	13	34	2	7	7
Racine	27	26	28	51	15	5	5
Extensions	104	164	85	281			
<b>Total</b>	<b>172</b>	<b>198</b>	<b>132</b>	<b>382</b>	<b>19</b>	<b>14</b>	
Pieces of Equipment issued	502		% Students Receiving Eqpt	5.69%	1/31/21 FTE Report		
Equipment:Student	1.31						
Student Pickup Rate (not incl. cancel)	95.26%		Student Cancel Rate	3.37%			

3 members of the UX team are working with the TechOps team to identify solutions for application delivery to our desktops and laptops. This is being completed ahead of a software renewal at the end of June.

In January 2021, 392 Computer/VDI, Classroom, or Multimedia tickets were closed. The UX team is actively keeping up with support tickets that are coming in along with addressing old tickets that have gone dormant.



## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **Admissions**

The Admissions Team had a busy January. Prospective students made great use of the delayed start of the spring semester by using the time to submit remaining documents to finish their admission application. The team processed over 600 incoming documents, assisted at virtual enrollment events, and provided guidance to guest students. In addition, the team assisted with the quick acceptance of CFS Nursing Assistant Students at South Milwaukee High School and Elmbrook students, to bring the total of reviewed and processed Criminal Background Checks to just shy of 200 for the month!

### **New Student Specialist (NSS)**

The New Students Specialists started January working with students to get them into their programs and registered for classes before the beginning of the Spring semester. They also continued to work with their high school students signing up for Start College Now classes for Spring. A new Recruitment page was created on the Intranet to feature the team and what they are doing to promote the college and for the rest of the staff to know about upcoming recruitment events. Live virtual tours were started to students who wanted to have the live experience and not just a pre-recorded campus tour. The Student Ambassadors assisted the NSS team by connecting with over 400 students to answer questions. A virtual Fast Track event was held to quickly get students through the application and registration processes. Efforts were also begun to connect with each high school senior to get them information regarding the Promise program and to make sure they take the necessary steps to see if they qualify. The Social Media worked with the Marketing department to make sure they were adding content regarding the college to those who subscribe to those outlets. Sub committees were also set up amongst the NSS team to work with the Rockwell initiative, Hope program, South Milwaukee CNA program, as well as specific high school and adult recruitment efforts. On top of all of that, the team continued to meet with students individually or in a group setting via phone, Zoom and in person. Virtual Get Ready Application Workshops were held and off campus high school and community presentations were also done online.

### **Student Finance Specialist**

The Student Finance Specialist spent the majority of their time meeting with students for the Spring 2021 semester. The team handled more than 1000 phone calls during the month of January. Along with emails and Live Chat. The team continues to make modifications to their 10to8 booking page to better assist students in selecting appropriate appointment times for needed services.

### **Financial Aid**

The Financial Aid Office has been busy with the start of the Spring 2021 semester - approving financial aid SAP appeals, awarding students, FA book authorizations, emergency bookcards and emergency funding. CARES reporting requirements were completed on the Student portion of funding prior to the deadline of Feb 1st. Data was provided to the auditors as well in regards to direct to student CARES fund disbursements. The Financial Aid Office has been busy working on setting up the 21-22 FA Year File suite. We continue to review students for Return of Title IV

funding and updating the COVID indicator for students who qualify for the COVID waiver. The state HEAB office allocated additional funding to students due to an excess of funds. Around 2600 students received increased Wisconsin Grant for the Fall and Spring semesters.

### **Student Accounts**

The GradReady Financial Literacy team is working hard to create awareness of our program. Over the last three months, we have had an 137% in account activations. GradReady is a financial literacy tool that helps students navigate how to fund their education, create budgets and real-world finances. Visit [gtc.gradready.edu](http://gtc.gradready.edu)!

### **Academic Advising**

Since Fall 2020 to current, Peer Advisors have sent 400 text messages, assisted 300 registrations, helped at all SSEM events, and completed over 2,700 phone calls. Through nine months of the pandemic from April 2020-December 2020 the advisors have averaged a 6.4 out of 7 point scale from 450 of their students based on the question, "My academic advisor is concerned with my success as an individual."

### **Career & Employment Services**

"CES hosted a second AAM Sneak Peak Career event for three students. Niagara Bottling, SC Johnson, Insinkerator, Hatch Staffing, and Mettler-Toledo all participated in the recruiting event. Students interviewed with each organization who participated.

CES hosted Job Search and Informational Interview workshops for the CHANCE students.

Connected with 46 employers prior during the month of December. Career Counselor, Sheri Eisch, was re-elected as Vice President of Professional Development for the Wisconsin Career Development Association (WCDA) which provides career development opportunities for career professionals. "

### **Express Services**

Express Services connected with 10, 372 students by phone in January along with 718 via chat. They assisted with the January Fast Track event while assisting students with the traditional new semester rush of questions and needs.

### **High School Partnerships**

January 4th, 2021, Mary Blue has transitioned from the Learning Innovation Division (LID) to the High School Partnerships Team which now makes us a team of 5. We are registering students for spring transcribed credit, VanGuard and academy students for Spring 2021. Additionally, 42 high school Transcribed Credit teachers attended January Adjunct-Inservice. High school articulation agreements have been updated and published to our website: [gtc.edu/earn-credit](http://gtc.edu/earn-credit). HS Partnerships have started promoting the 2021-2022 High School Academies including: CNC, Criminal Justice, Welding, SMART Manufacturing, General Studies, IT-Data Analytics and Nursing. Our goal is to support 100 students earning a credential before they graduate from high school.

## **LEARNING SUCCESS**

### **Student Support Counselors**

The SSC team has been busy providing district-wide counseling for students, with much success in terms of getting students in for appointments quickly, and having students show up for their counseling regularly. We also facilitated several Bystander intervention training for student services, as well as facilitated several suicide awareness and prevention trainings for students and staff. We continue to serve on the CARE team as the mental health experts and helping to address concerns and questions. Several wellness workshops were also offered, addressing understanding your personality better, and building resiliency and adaptability during difficult times.

### **Multicultural Program**

The Multicultural Program continues to meet students' needs via virtual and on-campus student support services through advocacy, development, wellness support and community building. Support Specialists provide a variety of opportunities to meaningfully and purposefully connect with students through phone calls, text messages, emails, Zoom, Facebook via our Gateway Multicultural Page or Facebook Messenger, FaceTime, and Google Hangouts.

Additionally, the Support Specialists have maintained strong connections with our continuing and program students in building community in our virtual environments. There are weekly Friday morning meetings with program students that continue to see consistent attendance.

The Support Specialists have partnered with various staff throughout the college to develop a series of events to honor Black History Month virtually.

The Support Specialists are preparing to launch virtual services for English Language Learners this Spring. Some activities include a district-wide Conversation Group and individual conversation/tutoring sessions.

The Support Specialists continue to research best practices of supporting program students during this pandemic through webinars and periodicals.

### **Veteran Support**

Veteran Support has been meeting with veteran students via Zoom to help them with veteran benefits, class selections, and communicating with their professors/Gateway staff. The Veteran D365 subcommittee is currently planning the veteran suicide awareness campaign for the month of April, with the contingency that Gateway staff and students are back on campus. If they are not, the event will be moved to May.

## **BUSINESS & WORKFORCE SOLUTIONS**

### **HOPE Grant**

Two HOPE Grant cohorts started on Tuesday, January 19th. 14 students started the CNC Operator certificate program and are scheduled to complete by early June and 7 students started the Mechanical Maintenance program and are scheduled to

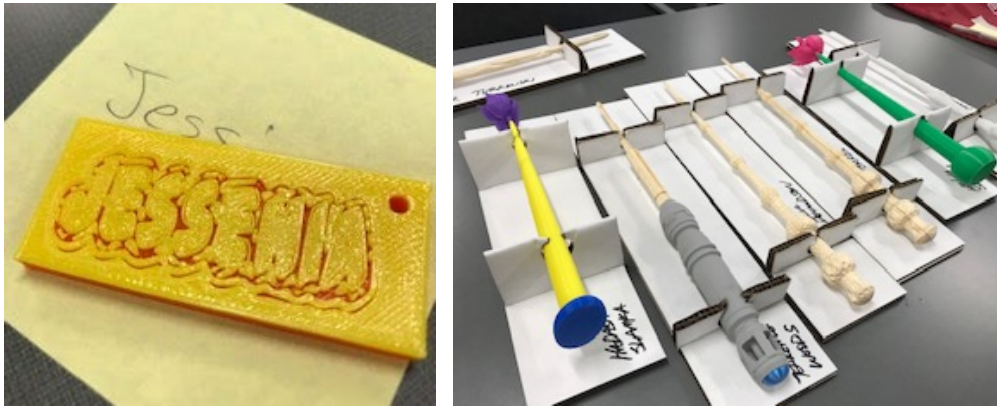
complete in May. Both cohorts are held at the iMET Center, Monday-Thursday evenings. Resume building, mock interviews and job searches will be incorporated within both programs. Our goal and the goal of the grant is to make sure students have the opportunity to complete program classes and start working. Two CNA cohorts are on track to start February 1st. We kickoff these two sections with student orientation on Saturday, January 30, 2021.

### **Metallica Students**

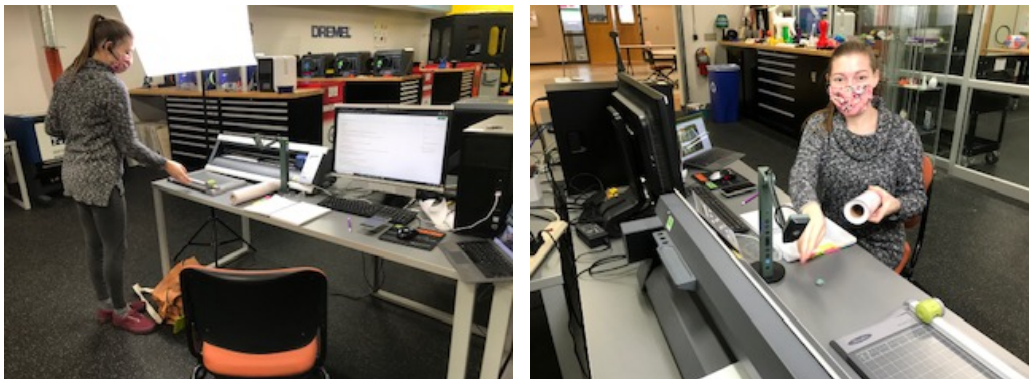
The Metallica Scholars keep on going! Classes started again on January 19th and the students are eagerly working towards the CNC Technical diploma. They will have to finish a few classes this summer, but are thankful for the opportunity this grant has provided. They continue to aScholars. The students are both busy working and going to school and can't wait to get into the CNC field. A number of companies will be visiting the students in the classroom and mock interviews are scheduled for April.

### **Gateway Industrial Design Fab Lab**

The Fab Lab continued its collaboration with the Racine Public Library, finishing wands, and holding a “Design Your Own Keychain” session. The Lab is looking to expand these workshops with the Kenosha Creative Space and Kenosha Public Library.

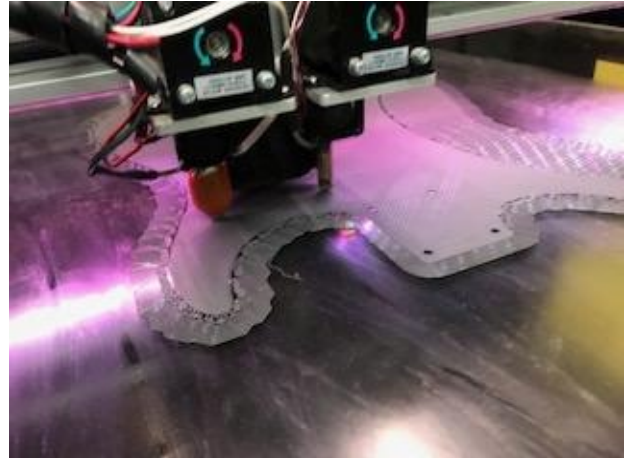


The Fab Lab has started its “Intro To Fab Lab” sessions with R.E.A.L. School students. Freshmen students connect with the Lab online, to generate projects on 3D printers, the vinyl cutter, and the laser engraver. The Lab looks forward to their potential in person return to iMET in March.



January is a time of transitioning back into classes, and the Lab is gearing up to assist as students return.

Once Covid-19 restrictions lift, The Lab will also be able to resume its “Guitar Saturdays” where instrument builders from the community meet to share projects. The Lab looks to expand into 3D printing instruments, carving and custom electronic projects.



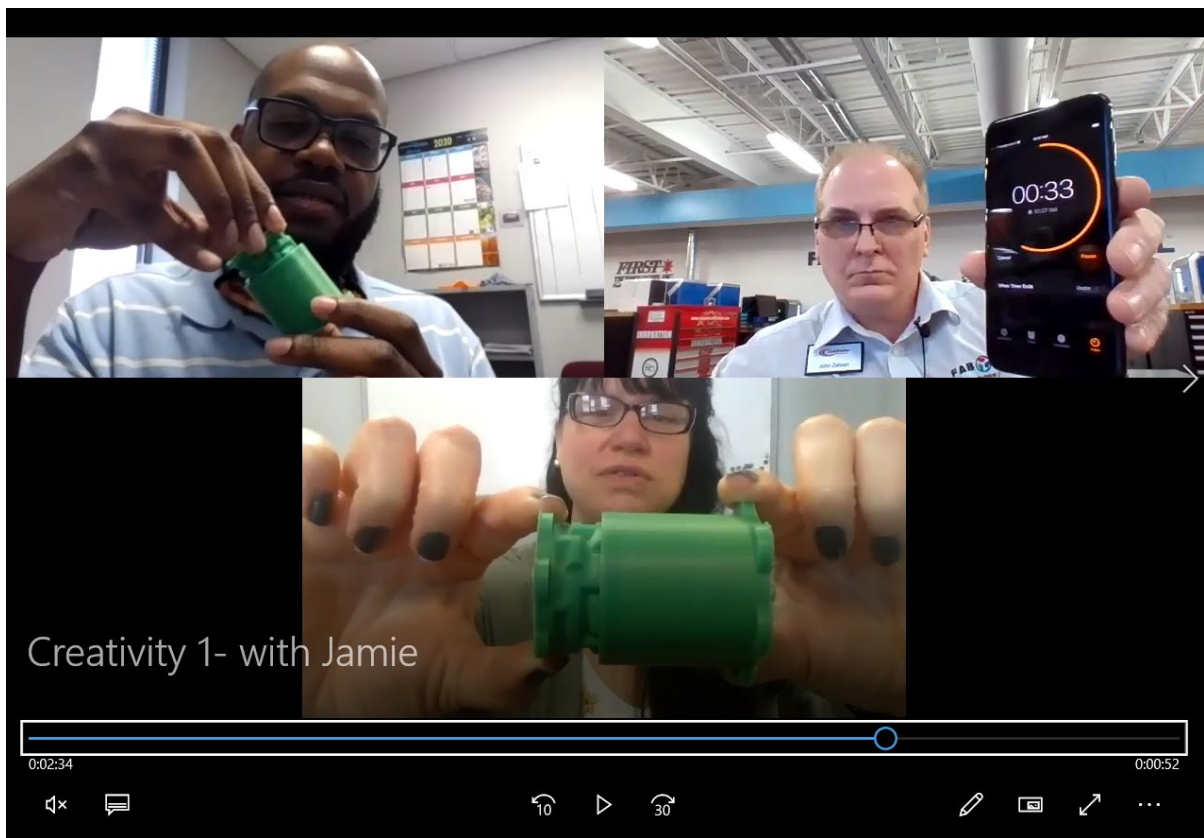
The Lab has continued its commitment to helping local entrepreneurs create prototypes, one entrepreneur’s project is a specialty beverage holder. The problems involved with printing it, proved a perfect opportunity to apply advanced manufacturing, with our carbon fiber printer.

RC Club held their monthly workshop with “Drive and Learn”. There were drive challenges and 3D modeling in virtual reality on zSpace computers.



The Fab Lab also had an opportunity to assist with the BWS “Imagination and Creative Thinking” webinar this month, creating an exercise that could be conducted online. Participants received a puzzle to solve and then were challenged with coaching a partner through it, in less than a minute.





This task was uniquely suited to the Lab, which is frequently tasked with being flexible and creative to solve problems, for instructors, students, and the community. The Lab generated the parts through 3D printing and delivered them to participants for the online session.

#### Precision Measurement at Andis

Instructor Neil Petersen customized a precision measurement class for manufacturing employees at Andis Company. The goal is to standardize how measurement tools are used, cared for, and calibrated as well as how blueprints are read and measurements are taken. In all, about 155 first, second, and third shift employees will participate in the 4-hour training. Neil is receiving positive feedback regarding the impact this training will make on quality and production at the Andis Company.

#### **BWS Webinar Series**

As referenced above, the January BWS webinar topic focused on the value of imagination in the workplace. Although 'Imagination' might not sound like business terminology, it's a crucial factor for business success. Liz Oplatka and Jamie Rauth turned to the Fab Lab to help illustrate how imaginative thinking can easily be introduced into the workplace.

#### **SC Johnson HOPE Grant Report - 2020**

BWS took the lead in generating the SC Johnson HOPE grant report for work done in 2020. Jamie Rauth led the efforts and compiled the report, interviewing students

from a variety of HOPE programs and writing 11 student stories. Helping arrange interviews, track student outcomes, gather statistical information, and analyze data was done with the team members: Mercedes Dunn, Katie Dembowski, Jane Kluchka, Michelle Miller and Matthew Janisin.

## **HOPE Training Program**

**Gateway Technical College  
Report to SC Johnson**



2020

## **OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)**



### **What is an Equity Ally?**

An Equity Ally serves Gateway by helping to foster a more diverse, equitable and inclusive community. They are empathetic in their understanding of others cultures, stories and personal beliefs. They believe in Gateway's Diversity, Equity and Inclusion (DEI) statement and strive to incorporate these beliefs into their daily work at the institution.

## Equity Allies Serve the Gateway Community By:

Valuing diverse perspectives, strengths, contributions, backgrounds and cultures

Striving to create a sense of belonging for everyone

Providing resources to help overcome barriers and challenges

Honoring differences and treating everyone with care and respect

## Four Pillars of Equity Allies: LEAD

Learn - Acquires knowledge on DEI issues and challenges

Empathize - Understand and share the feelings of others related to DEI issues

Advocate - Offers to support and champion DEI issues

Develop - Increase awareness of self and others on DEI issues

The Equity Allies Planning Committee is taking applications right now from Gateway staff, faculty and administrators that would like to serve as an Equity Ally. [Equity Allies Webpage & Application Information](#)

The Office for Equal Opportunity and Civil Rights (EOCR) has rolled out a new comprehensive Title IX and Civil Rights training for students. This online training informs students about their civil rights and empowers them to take action to protect their rights on campus. In addition, EOCR developed a comprehensive eight module online training program on civil rights and Title IX for supervisors.

## Be a Prosocial Bystander



A bystander is defined as a person who is present at an event or incident but does not take part.

A *prosocial* bystander is someone who intervenes before, during, or after a situation when they see or hear behaviors that promote discrimination.

It's all about taking action. Doing *something* rather than nothing.

START >

In January 2020, Gateway, along with most other WTCS colleges, implemented the Beyond Bias: Recruiting and Selecting the Best Candidate interview panel training. This online training program is assigned to anyone participating in an interview panel and addresses competencies relating to reducing unconscious bias, interviewing best practices, and equal opportunity laws and practices. This training supports the system's and college's diversity and inclusion efforts.



# Introduction to Bias and Interviewing

Author Hidden



"If you haven't got the best talent you're not going to be the best. If you're not representing properly the available pool of talent then you're missing an opportunity."

Alex Wilmut-Sinwell, EMEA President at Bank of America



of traditional interviews fail at effectively reading candidates due to the personal bias of interviewers. There is growing evidence that diverse work teams are more productive, more engaged, and more innovative. Learning individual biases and how they can negatively affect the selection process, will help selection committees become open to an "out of the box" hire, enhance diversity in the workforce, and strengthen organizational culture.

[Read this article on the four hidden trends: behavioral, new interviewing tools, data, and artificial intelligence that shape the future of recruitment and HRM.](#)

① Wisconsin faces an aging population, fluctuating unemployment rates, and changing demographics. Wisconsin employers are struggling to fill skilled positions. In addition to legal issues, unconscious bias can inhibit recruitment efforts, promotions, and retention rates (WTCS Equity Report, 2018).

## What is Bias?

Bias is disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief.

In early January, Josh Vollendorf provided the DEI and Disability Support staff of Northern Wisconsin Technical College training on free speech in higher education.