



Invites Applications and Nominations for the Position of:

President & CEO



Greenwood/Asher
& ASSOCIATES

The Opportunity

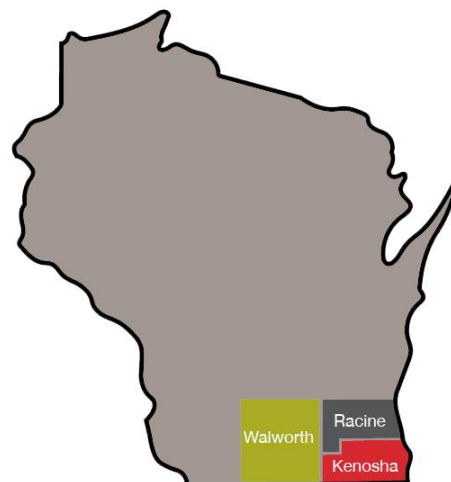
The Gateway Technical College Board of Trustees invites nominations and applications for the position of president and CEO. The next president will build upon the inspirational work of retiring President and CEO Dr. Bryan Albrecht, who has served in this capacity since 2006. The position demands enthusiasm for our community and mission of the college while having an informed understanding of the changing higher education and workforce preparation landscapes. Nationally recognized, Gateway Technical College has been recognized as a Top Workplace award winner and Most Promising Places to work in Community Colleges by *Diverse Issues in Higher Education*. Located in southeast Wisconsin, Gateway serves as a cornerstone for education, workforce and economic development for the region.

The Role of the President

The president serves as the chief executive officer (CEO) for the college, reporting to the board of trustees. The president is responsible for the day-to-day administration, management, and oversight of all college operations. The president leads strategically and works with a wide range of internal and external constituents to execute the college's mission, vision and educational philosophy. The president develops business partnerships to increase philanthropy and private funds for programming in support of the Gateway Technical College Foundation. The president must also advocate locally, regionally and nationally for the distinctive technical college mission aligning the needs of students, employers and the regional economic conditions of southeast Wisconsin. This is a wonderful time to join the Red Hawk family and help to shape the future of Gateway Technical College and the communities it serves.

Gateway Technical College

Gateway Technical College is a two-year publicly funded technical college located in southeast Wisconsin. It is one of the largest members of the state supported [Wisconsin Technical College System \(WTCS\)](#), serving Racine, Kenosha and Walworth Counties. Gateway has [three main campuses](#), one in each county and six centers throughout the region. Our hands-on, minds-on approach provides an academic and occupational education pathway in more than [70 career programs of study](#). Combined with robust online and hybrid options, Gateway serves approximately 21,000 students annually to enter new careers or advance in their current ones. Gateway provides educational pathways that lead to associate degrees, technical diplomas, industry-aligned certificates, continuing education and training, pre-college diplomas, state-recognized apprenticeships and customized training contracts.



Our History

Gateway Technical College laid the cornerstone for career training in 1911 when the Racine Continuation School began as an avenue to meet the workforce needs of the 20th Century. Although Gateway did not take its name "Gateway" until 1972, it nevertheless has a history in southeast Wisconsin that stretches back to the industrial buildout of the Midwest and truly has been a gateway to career success for thousands of students. Gateway's profound story maps the changes and shifts in education, labor and the economy over the last century and is positioned to excel in the new technological and information frontiers we live in today.

Gateway serves through the leadership of exceptional faculty and professional staff and is accredited by the Higher Learning Commission. Gateway's administrative team guides the college to advance the college mission, vision and values to create a culture of student success and community inclusion.

Gateway's foundation is built upon a mission of technical education. Responding to workforce needs of southeast Wisconsin, Gateway graduates are equipped with the knowledge and skills necessary to succeed in the workforce. In a 2022 state survey of employers, 98% reported that they are satisfied with graduates from Gateway. The ability to customize the training needs of local businesses adds a distinctive value to the responsiveness necessary to remain competitive in the local economy. Serving local companies through talent attraction, retention and skill advancement is exemplified through Gateway's business and workforce corporate contract training strategy. Growing talent locally to support global skill competitiveness has positioned Gateway as a leader with corporations throughout the nation. Gateway graduates and employer partners benefit from the unique industry-focused technical education mission of the college.

Gateway is nationally known for its strong partnerships, serving more than 8,300 high school students through dual enrollment in 2022 along with several high school academy models aligning secondary programming with the college degree pathways. Gateway was recently authorized to begin in the 2023 academic year offering liberal arts and science degrees. These new additions will strengthen the collaborative partnerships Gateway has with regional colleges and universities. Gateway's business partnerships have provided increased capacity for the college to offer a Gateway Promise Program, Adult Promise Program, SC Johnson STEM Scholars program, President's Opportunity Scholarship Program and thousands of scholarship investments to address college affordability and access to Gateway services.

Gateway is known throughout southeast Wisconsin as a key resource for all aspects of the community, from service learning with community-based organizations to international education influencing the global competency for all students. As an emerging [Hispanic-Serving Institution \(HSI\)](#), Gateway embraces the role of a community college as a pathways college and with environmental sustainability, national industry certification opportunities, industry modeled labs, innovative student learning environments and multicultural student success.

For an at-a-glance summary of Gateway's student population, campuses and centers, programs, graduates and economic impact on the community, visit [Gateway Facts](#).

Our Vision - We make life-changing educational opportunities a reality.

Our Mission - We deliver industry-focused education that is flexible, accessible, and affordable for our diverse community.

Our Core Values - At Gateway Technical College, we value:

- › diversity of individuals and perspectives.
- › a positive climate for working and learning.
- › innovation and risk-taking.
- › honest and ethical behavior.
- › quality and excellence in education.

Gateway's Strategic Initiatives

[Vision 2024ward](#) guides Gateway's future by highlighting the opportunities set in motion to advance the college. Continued work in diversity, equity and inclusion will shape the college's effort to become a Hispanic Serving Institution (HSI). Current student demographics demonstrate that Gateway will become more diverse, and the college has started laying the foundation for greater academic support, student success strategies and gap reduction for students of color, students with disabilities and veteran students. For more information, see the [Diversity, Equity and Inclusion Strategic Plan](#).



Enhancing the student experience is a comprehensive initiative to evaluate all academic programs to support the changing needs of students and the economic opportunity of the region. The program portfolio review has incorporated interest-based dialogue techniques to involve a wide cross-section of faculty and professional staff. Positioning academic programs for increasing enrollments and new pathways supporting the liberal arts and sciences will guide future college programming needs. Enhancing all of this work is a comprehensive technology plan that moves the college toward a one-to-one-device model allowing for even greater flexibility in course offering and student services. Growing the college's successful student enrollment management initiative will add to the overall college experience.

Creating a positive image, closely aligned brand identity between all the campus facilities along with a culture of inclusion, support and integrity drives the employee handbook model of engagement. Through a comprehensive employee professional development program called Red Hawk Tech, all employees can learn and grow with Gateway. Increased employee engagement is a cornerstone for the Gateway family centered environment and serves the diverse size and location of the overall 19 facilities and nearly one million square feet of education space under which Gateway operates.

Accreditation and Affiliation

Gateway Technical College is accredited by the [Higher Learning Commission \(HLC\)](#), including all its campuses and centers within Racine, Kenosha and Walworth Counties as well as its online programming. Gateway also has a number of individual [program-level accreditations](#).

Gateway Technical College is one of 16 colleges in [the Wisconsin Technical College System \(WTCS\)](#). Each college is governed locally by a board of trustees, and a portion of funding for each college comes from its district residents' property tax assessment. However, program curriculum, facility improvements and student tuition are among the important decisions approved by the WTCS Board of Trustees. The Wisconsin Technical College System Board has authorized Gateway Technical College to grant the Associate of Applied Science degree in two-year programs. Technical diplomas are granted for one- and two-semester programs and for some multiple-year programs of study. Advanced technical certificates are awarded in occupational content areas.

Southeast Wisconsin – Racine, Kenosha, and Walworth Counties

Gateway Technical College is strategically located between the two metropolitan cities of Milwaukee and Chicago, making it a desirable place to live, work and raise a family. The I-94 corridor is a growing economic region, and Gateway is a strategic partner in the [Higher Education Regional Alliance \(HERA\)](#).

Nestled on the shores of Lake Michigan, Gateway's Racine Campus offers an extraordinary view of the Great Lake and is minutes from historic downtown Racine.

[Racine County](#) is located 20 minutes from Milwaukee and was at one time named "Invention City" for the number of patents per capita in the United States. Today it is known as a "Smart City," earning that title in 2019 by the Smart Cities Council. Industrial companies like SC Johnson, InSinkErator, and Case New Holland all make their global home in Racine County and partner with the college. Racine is also known for its keen focus on environmental sustainability, hosting the only Blue Wave certified beach in the Midwest. With its many parks, hiking trails, family centered zoo and global industry support, Racine is a place where opportunity meets prosperity.



[Kenosha County](#) is equally diverse in its natural elements of beaches, biking and hiking trails and great waterfront activities on lakes like Paddock Lake and Silver Lake. Extending the waterfront is the Kenosha Public Museums and Native American village, the Civil War Museum, and a trolley that connect the city for fun and entertainment. Kenosha County is one of



the fastest growing regions in the nation. A few of the companies partnering with Gateway making their home in Kenosha County are Haribo, Uline Inc., Snap-on Incorporated, Amazon, Jockey International and Niagara Bottling. Kenosha is also known for its education history, including Gateway's higher education partners UW-Parkside and Carthage College.

[Walworth County](#) brings a more rural experience to the Gateway District with rolling farm fields and the nostalgia of a small town atmosphere. The campus is located in Elkhorn and has been called the "Christmas Card Town" for its rich traditions and natural beauty.



Walworth County is filled with apple orchards, winery tours band the beautiful Geneva Lake, one of our nation's greatest inland lakes. Walworth County industry has a keen focus on advanced manufacturing with companies like Precision Plus, Pentair

and Generac Corporation, along with a robust tourism industry supporting Lake Lawn Resort and the Grand Geneva Resort and Spa as Gateway partners. Whether it is summer activities near a lake or winter experiences in the ice, Walworth County has something for everyone.



The Position

The successful candidate will be a relationship builder and connector with all internal and external stakeholders, including faculty, staff, students and the broad spectrum of community partners. The ideal candidate will be a visionary who continues to execute the current strategic plan and inspires confidence and trust within and outside Gateway Technical College.

Qualifications

- › Track record of securing public and private investments through partnerships and grant development.
- › Collaborative and transparent leadership style.
- › Community engagement experience with community-based organizations, local, state and national government bodies, and private business partnerships.
- › Ability to advocate and act in support of a culture of care and work/life balance.
- › Commitment to interest-based conversations in making decisions and planning for change.
- › Demonstrated aptitude for financial strategy and decision making in a complex environment.

- › Successful experience as a strategic leader, including an understanding of the full range of strategic issues in complex organizations and the ability to execute large and ambitious plans.
- › A commitment to be active with students and supportive of building a climate that encourages student engagement.
- › Experience partnering with numerous community representatives, business and industry, government and non-profit organizations.
- › Commitment to and knowledge of the importance of community workforce and economic development partnerships.
- › A commitment to diversity, equity and inclusion, including individual action and institutional leadership to advance DEI efforts.
- › A demonstrated ability to understand, lead and inspire multiple geographically dispersed campuses and centers.
- › Evidence of accountable, ethical and visionary leadership.
- › Positive and dynamic human relations skills.
- › Visible, accessible and approachable in the college and in the community.
- › Evidence of decisive leadership and the ability to be flexible.

Preferred Qualifications

- › Earned doctorate or terminal degree from an accredited institution.
- › Demonstrated record of successful college leadership experience.
- › Knowledge of public and private higher education systems, including community and technical college governance and policy governance leadership (especially in the Wisconsin area).
- › Community engagement experience with K-16 pathway alignment.
- › Knowledge of student success and student readiness.
- › Sensitivity to community and campus culture.
- › Demonstrated effective fiscal and enrollment management.
- › Experience partnering with education organizations.
- › Knowledge of accreditation standards and practices.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC, is assisting Gateway Technical College in the search. Review of confidential applications and nominations will begin immediately and continue until the position is filled. Screening of candidates will begin immediately. A complete application includes a letter of interest describing experience relevant to the position requirements; current

resume/curriculum vitae; and contact information for five professional references. Nominations should include the nominee's name, position, address, telephone number, and email. Application materials should be submitted electronically as PDF attachments.

Please direct inquiries, nominations, and application materials to:

Betty Turner Asher, Founder, Vice President and Managing Partner

Ann Bailey, Senior Executive Search Consultant

Email: bettyasher@greenwoodsearch.com

Email: annbailey@greenwoodsearch.com

The logo for Greenwood/Asher & Associates is displayed within a dark blue rectangular box. The text "Greenwood/Asher" is written in a large, white, serif font, with a forward slash between the two names. Below this, the words "& ASSOCIATES" are written in a smaller, white, sans-serif font.

For more information about Gateway Technical College, please visit: <https://www.gtc.edu/>.

Gateway is committed to making sure females, minorities, veterans and those with disabilities have an equal opportunity to employment and education. This is accomplished through and by taking affirmative actions to reach these populations of applicants and students so that they are aware of employment and educational opportunities at Gateway. In addition, the plan assures that our selection, promotion and termination policies, practices and procedures are fair and unbiased. The Office for Equal Opportunity, working with other key departments, is responsible for affirmative action planning. The college's Affirmative Action Officer is Josh Vollendorf, Director of Compliance, 262-564-3062.