



## GATEWAY AS A LEADER

### **Student Accounts**

Student Accounts has been busy with providing debt relief to over 306 students for over \$240,000! This opportunity was provided through HEERF funds and students that had a balance for the 2021 spring or 2021 summer terms were eligible to receive debt relief!

## ACADEMIC AND CAMPUS AFFAIRS

### **The Provost's Office**

Through the RFP process, Gray Associates, a higher education data analytics, software, and strategy consulting firm has been awarded a three year contract for the Academic Program Portfolio project which is Goal 2A of the 2024Ward strategic plan. This project will help the college develop data-informed academic program strategies that maximize outcomes.

### **Academic Operations**

The scheduling office is finalizing the first full year round scheduling, which will roll out with the 2022/2023 academic year so advising can begin in March. This is production of over 8650 section deliveries, 1100 course combinations and conflict free academic blocks for Summer 2022, Fall 2022, and Spring 2023.

Meeting and Event scheduling for both internal and external meetings and events continue to increase weekly. Gateway's rooms and space are being utilized more and back to almost pre pandemic levels.

Using HEERF funds Gateway Technical College was able to provide over 800 students with **free shipping** of their Spring 2022 textbooks and materials.

### **Elkhorn Campus**

The Elkhorn Campus welcomed Erin Forsythe, our new Culinary Arts Instructor. Erin graduated with a marketing degree before deciding to go back to school and pursuing a degree in culinary arts. She attended WCTC and earned her associates in culinary management. She has worked at a variety of restaurants, from fine dining to an event manager in a casual restaurant to cafe manager and mentor to high schoolers at a nonprofit, and most recently as staff and manager at Colectivo coffee. She had been an adjunct instructor at WCTC the past 2 years, and taught at Sur La Table for multiple years before that. Her top five are Strengths: Achiever, Learner, Input, Discipline & Developer

## **Burlington Campus**

On 12/10/2021 the Burlington Barber Cosmetology program recognized six students in front of forty plus guests in the Burlington High School Auditorium. The students graduated from the program despite the compilation of the pandemic. Thank you Burlington High School for the use of the auditorium.

## **Kenosha Campus**

On 2/1/22 classes originally scheduled in person returned to physical classrooms and labs, there is more interaction and engagement happening on campus. It's great to have the energy and excitement on campus.

Common Grounds is open on campus Mon. - Thurs. 8am - 8pm to provide students with Food and Beverage options throughout the Spring Semester.

On February 16th the Student Ambassador Awards will be held at Madrigano/Haribo Hall.

Construction projects began on the Refrigeration Lab - which houses our HVAC program, and Gateway East - which will be the new home of the Barbering and Kenosha Cosmetology programs. Projects are estimated to be completed prior to the Summer semester.

## **Racine Campus**

The "Badger" arrives in Racine on the 10th and will be at Gateway on the 14th. The TOPS team will be in Racine from the 14-16 of Feb. David Aguirre will be accompanying the team on those days.

Fine Dining in the Breakwater Dining Room has resumed on Wednesdays for lunch.

## **School of Pre-College and Momentum Programs (formerly Pre-College Division)**

Recruitment is underway for the IET (Integration Education Training) grant for ABE and ELL students to enroll in the Certified Nursing Assistant program for March 2022.

Mitchell School in Racine is a new site for the YWCA 5.09 partnership. Funding was provided by the United Way Racine to offer childcare and homework assistance on site while parents take 5.09 courses.

## **School of Health**

Nursing - Petitioning for our first cohort for the LPN program is next week. We are accepting 16 full-time students and 8 part time students.. We have two full-time faculty who will be dedicated to the LPN program in Racine, Shawna Wenzel and Karen Trombley. We have been approved for candidacy for ACEN accreditation and will submit the candidacy presentation by August 2022. The next step would be to schedule the Initial Accreditation visit after the first graduating class.

We also now have a summer cohort for nursing in Racine and Kenosha. We will be accepting 48 associate degree nursing students for the summer. This is our first

semester having a separate petitioning window for Summer Semester which means we are now offering three different petitioning times for the nursing program. This Spring semester we accepted 84 new Associate degree nursing students

Our first Interprofessional Simulation Experience will happen on Saturday, March 12th at the Inspire Center. This event will allow multiple health disciplines to get together and promote safe patient care while learning how to communicate effectively to other teams. Programs involved include Nursing, PTA, and EMS/Paramedic. We hope to make this an annual event.. The event has been coined the Red Hawk Rescue and we look forward to providing pictures when the event is completed.

Nursing and Surgical Technician are working together and will be offering the Obstetrics Technician course to offer added qualifications for CNA's to be trained to be OB Tech's. This was a request of advocate Aurora to fill a workforce need to have CNA's formally trained to assist with deliveries and to learn proper sterile technique. There are 8 students that will be in the first group of students to complete the program.

Medical Assisting will be hosting MAERB site visitors for the Medical Assisting Accreditation visit on March 7th and 8th. The visit will be virtual.

The ADN and PTA students did a 2-day collaborative interprofessional experience which included simulation in the Inspire Center. This activity allowed students from each program to learn from each other and facilitate improved understanding of each others' roles and responsibilities and communication to enhance the care their future patients receive.



## School of Manufacturing, Engineering and Information Technology

### District 12 – Racine-Kenosha

October 16

**Location:** Gateway Technical College, SC Johnson IMET Center, Racine, Wis.

**Summary:** Section members and Gateway Technical College welding instructors participated in Women in Manufacturing Day at Gateway's SC Johnson IMET Center. The event is for young women interested in manufacturing to explore careers in which women are not usually represented. Attendees included Steamfitters Local 601 and Sheet Metal Workers Union 18.



*RACINE-KENOSHA — Pictured are (front row, from left) Section Chair Dan Crifase, Vice Chair Kyle Worzalla, Local 60 Steamfitters apprentice Rachel Nelson, Gateway Technical College President Dr. Bryan Albrecht, and (back row) Sheet Metal Workers Union L18 Brad Kalcic, Tom Harrison, along with Local 601 Steamfitters Welding Instructor Erik Ogren.*

### School of Protective and Human Services

The school has been heavily involved in providing opportunities for High School Students through the HS Academy programs. On the Elkhorn we are offering the Retail Beauty career Pathway certificate class to the students at CCA. As well as several culinary classes. The Criminal Justice Studies program provides instruction toward the Security Professional Career Pathway certificate both on the Racine and Elkhorn campus. Students in the program are enrolled in the last two courses of the certificate this Spring semester.

The school welcomed a new Barber Technologist program aide. Rita Belcher has been married for 34 years. She has 2 children, 5 grandchildren and one on the way. She was recently employed at Marietta's hair design studio as a receptionist for the past 5 years, prior to that Kenosha unified school district. In her free time she enjoys shopping and spending time with my grandchildren.

Her Strengths are: Includer, Positivity, Woo, Harmony, Consistency.

The school said goodbye to Chef Susanna Elrod after, 29 Years 5 Months, 8 Days, 1000s of students, millions of baked goods, and billions of memories. We thank her for instructional leadership, mentoring other faculty. Thank you for the staff and faculty you have mentored. Thank you for the thousands of students you have instructed. Thank you for the relationships you have cultivated. Thank you for your friendship, humor and smile. Enjoy your continued journey, wherever it may take you. And we all said "HEARD!"

### COMMUNITY AND GOVERNMENT RELATIONS

#### Community and Government Relations

The Center for Sustainable living hosted a community birding workshop in partnership with the Audubon society. These workshops are always popular and we

limited the number of attendees due to the pandemic which created a waitlist and the scheduling of a second workshop. We continue to reach out to the local school districts and a number of field trip “boxes” were delivered with sustainability activities for the classrooms this past month.

February is always a busy legislative time for the college. We are currently working with the students on their virtual visits with the state legislators as part of the Wisconsin Student Government legislative seminar. These visits will take place on the 22nd of February via zoom and our work right now is to ensure that they are comfortable telling their stories of the impact that Gateway has had on them as well as communicating the position paper created by the Wisconsin Student Government. We also participated in the ACCT legislative seminar in Washington DC. This year the trip included visits with Congressman Steil and Senator Johnson. We were fortunate to have First Lady Jill Biden as an opening speaker for the conference.

On February 10th we hosted a roundtable discussion on the Workforce Innovation Grant. This is the \$5.6 Million dollar grant that was recently announced at the Horizon Center for the HSED program. WEDC Secretary Hughes and DWD Secretary designee Pechacek joined the grant partners as well as students involved in the program to discuss the program and opportunities as we move forward with the grant.

The furniture installation has been completed in the Lincoln Center for Health Careers and we continue to work on signage and furniture for upcoming remodeling projects.

### **Foundation**

Our heartfelt gratitude to the more than 300 donors whose investment in Gateway students empowers Gateway students to change their lives – forever.

As of January 31, 2022, the Foundation has raised more than \$594,600. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni) and organizations (including businesses, foundations, and service clubs). Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, student emergency funds, WGTD Program Fund, and the Short-Term Training fund. We are grateful to the Caterpillar Foundation for its thoughtful \$25,000 support of Gateway’s High School Welding Academy.

The Foundation’s Scholarship Ceremony was moved to a virtual event with the premiere of ceremony video held on Saturday, February 5, 2022 on the Foundation’s Facebook page.

The Gateway Alumni Association is taking nominations for the 2022 Distinguished Alumni until March 15, 2022. If you know an outstanding individual who has shown distinguished achievements in their professional life, exemplary community service or superior leadership accomplishments, please nominate them. The nomination

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

## **Marketing**

Planning and preparations are underway for the annual Celebrate Earth Day in Elkhorn and Kenosha on April 23 and EcoFest in Racine on March 19. We are excited to welcome the community back on campus for these three events with enhanced safety measures including masks requirements as well as limited displays and activities to allow for social distancing. We look forward to continuing presentations, electronics recycling, children's activities and a variety of educational displays at the events.

Writing and design teams have been busy preparing for updates to program web pages/brochures as well as key publications such as the Student Handbook, Fast Facts and Annual Report.

The Marketing department is also excited to begin work on implementing our new three-year Marketing plan focused on expanding our branding efforts, sharing the Gateway story, increased CRM communications and focused marketing efforts for key target audiences.

## **WGTD**

WGTD hosted a Kenosha County Executive candidates' forum Monday evening, Jan. 31st via Zoom and WGTD's YouTube channel. Questions were posed by host Len Iaquina, with technical support provided by Troy McDonald. It may have been the first joint discussion of the issues and candidate qualifications by all three entrants.

## **ENROLLMENT**

Spring enrollment remains down -2.8%. Year-to-date enrollment, including summer, fall, and spring is -1.7% while still serving 602 more students than this time last year. Focus has shifted to preparing for next year's admission and enrollment cycle.

## **FINANCE, ADMINISTRATION & FACILITIES**

### **Joint Review Board Representation**

Sharon Johnson represented Gateway Technical College at a recent Village of Bristol Joint Review Board meeting.

### **WTCS Insurance Trust**

Sharon Johnson and Sue Debe participated in a recent trust meeting. Highlights of the meeting included a Districts Mutual Insurance update on the cyber risk insurance market for the FY 2022-2023 renewal and an update on the Employee Benefits Consortium.

### **Districts Mutual Insurance and Risk Management Services (DMI) Donates \$5,000 to Gateway Technical College Foundation, Inc.**

At their January 2022 meeting, the DMI Board of Directors voted to donate \$5,000 to each of the 16 WTCS college foundations. This unrestricted donation may be

utilized by the Foundation as it deems appropriate in providing financial assistance to students.

### **Districts Mutual Insurance and Risk Management Services (DMI) Topical Snapshot**

Sue Debe, Risk Manager Coordinator and DMI Board member, participated as an interviewer in a production of DMI's monthly snapshot. The snapshot discusses risk management basics and the collaborative services DMI provides to all 16 WTCS colleges.

### **FY 2022 - 2023 Budget Preparation Update**

Initial FY 2022-23 budget submissions were presented at the January 31, 2022 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.

### **Debbie Lewis Retires**

After serving Gateway Technical College for nearly 34 years, Debbie Lewis, Grant Accounting Manager, retired February 2, 2022. Debbie's dedication to the college was highlighted by her grant accounting expertise and knowledge. We wish Debbie many years of retirement enjoyment!

### **Grants Update**

The grant accounting office is beginning the work on the Governor's newly awarded Workforce Innovation grant. This grant will have several subrecipients that we will monitor to ensure compliance with grant guidelines. The Business Office will hire a part-time grants accountant to help with this work. The cost for this position is written into the grant.

### **Facilities Projects**

Spring is in the air, well at the least the Spring facilities projects are as their designs are in full swing. Projects currently in design are HVAC upgrades for the Horizon Center, Administration Center in Kenosha and Madrigrano Conference Center. In addition, parking lot repairs for the HERO Center, Racine Campus and Kenosha Campus are being engineered and designed for a summer construction schedule. Lastly, the college is working on finalizing some designs to repair the roofs at the Horizon Center and some small areas in Racine that faced water infiltration due to some late fall storms.

Currently, feedback is being received from various departments across the district regarding facilities priorities for the upcoming 3 Year strategic facilities plan that is currently being drafted. The facilities team has also engaged consultants in roofing, HVAC, elevator repair and parking lots to help provide strategic level insight into future facility project priorities.

### **Facilities Operations**

The facilities team continues to balance out our COVID mitigation protocols, students on campus as well as the ever changing winter weather conditions. They

have worked extremely hard to ensure our campus community has a safe learning and working environment! Additionally, the facilities team has deployed an additional 50 Synexis devices for our classes and are working to ensure all classrooms, lab spaces and working areas have a device available.

### **Safety and Security**

All three of the security supervisors recently completed ALiCE Active Shooter Response instructor training and are now able to bring this great training back to their respective campuses. The security team will be working to set-up training events for staff and students to help bring a larger awareness to Active Shooter Response. US Compliance continues to work with the college in an effort to develop our OSHA compliance efforts through policy development, training and overall safety awareness.

### **HUMAN RESOURCES**

John Frost, Jacqueline Morris and Magan Perez worked on the committee that drafted and submitted the Remote Work Policy for the College. The Policy was published January 26, 2022.

John Frost continues to represent Gateway Technical College at the Kenosha Rotary Club.

Magan Perez, John Frost, Lisa Guerrero, Jacqueline Morris, and Selina Bohn participated in this session of the WTCS HR Leaders Meeting.

Jacqueline Morris and John Frost served as a greeter for Gateway Days on January 17<sup>th</sup> and 18<sup>th</sup>.

### **INSTITUTIONAL EFFECTIVENESS**

In February, our Employee Learning Department successfully launched a new version of our internal training platform, Red Hawk Tech. Moving to a new behind-the-scenes software will improve the user experience and allow us to better manage our employees' training plans. Employee Learning Manager Denise Schneider led the selection and implementation of the software over the past year with the support of a team from IS, HR, and IE.

### **Pathways and Program Effectiveness**

In an effort to foster collaborative discussions on assessment best practices, members of the college's Student Learning Assessment Committee were provided a copy of *Assessment Clear and Simple: A Practical Guide for Institutions, Departments, and General Education* by Barbara E. Walvoord. The college's Instructional Design Strategist provided opportunities for committee members to engage in meaningful dialogue on significant sections of the text through an interactive Padlet and virtual discussion. Activities from the text focused on the evaluation of current institutional assessment practices will be integrated into upcoming committee meetings.



Concept review documentation for the proposed Human Resources associate degree was submitted to WTCS on 1/28/22, including local labor market data and feedback received from local employers who strongly support the new program. The concept review is set to be approved by the WTCS Board at their March meeting, and the final set of program approval documents will be submitted to WTCS in April for review and approval at the May meeting.

## **LEARNING INNOVATION DIVISION**

### **Information Systems**

Completed the facilitation of End of Year processing for a variety of tax documents.

Continued the implementation of Ellucian Analytics.

Created a process to integrate the new Red Hawk Tech site with Blackboard.

Continued work on converting Colon Prompt reports to alternatives.

Facilitated IPEDS Winter Survey reporting.

### **TechOps**

After a 2-year search, a centralized solution to manage the security and software on laptop and desktop computers has been procured. The TechOps and User Experience staff assigned to identify this solution evaluated over (20) solutions for this important function before selecting Syxsense Active Secure to protect the College's endpoints. Active Secure provides vulnerability scanning, patch management, as well as endpoint security all in one solution and as a managed service. The User Experience team will also use this solution to remotely install and update software applications to college laptops and desktop computers.

The Spring semester start was a smooth one regarding the network and related services provided by the TechOps teams. A couple of isolated Wi-Fi issues were reported and resolved and, in fact, have resulted in a new weekly Wi-Fi maintenance procedure employed to prevent similar issues in the future.

A fiber optic link between the Gateway Racine Campus and UW-Parkside has been established for use by the autonomous vehicle project by Gateway, the City of Racine, and the [UW TOPS lab](#) in Madison. This link will provide the TOPS lab staff with direct access to the data generated by the upcoming autonomous vehicle activity in Racine.

### **User Experience**

The campus CST's have been working to prepare some of our outdated and inoperable equipment to be disposed of. We will be having equipment picked up from the Racine, Elkhorn, and Kenosha campuses on February 24th.

The multimedia team has been installing equipment for the new virtual welding lab in T108 on the Racine campus. They are also continuing to install equipment in the

Lincoln Building.

We have begun a pilot of the application Splashtop to allow students to remotely access classroom computers. This can be beneficial for accessing computers in a remote location on campus or if a student needs to access specialized software from home. This could be used to augment our student equipment distribution and enhance hybrid instructional practices.

We are conducting research into computer lab and/or classroom technology enhancements that will facilitate individual laptop use and support multipurpose student spaces.

We are working with T-Mobile on the migration of devices from the Sprint network to T-Mobile. This will require retrieving some equipment back from students. This migration must be completed by 6/30/21.

Justin Walker transferred from his LTE position to the 2nd shift CST at SC Johnson iMET Center. He is replacing Calvin Harris, who has retired.

Azarel Evangelista has begun his transition from LTE position on the Help Desk to full time 2nd shift CST(replacement for Brittany Werve) on the Kenosha Campus.

Interviews were conducted and applicants selected for the LTE positions that were vacated by [Azarel Evangelista](#) and [Justin Walker](#). These are temporary positions funded with HEERF funds. They will end in August.

Brittany Werve has started her transition to the 1st shift position on the Kenosha campus (replacement for Sylvester Williams).

Chris Arroyo has been working on preparations for our KBport installations in the Lincoln Building along with assisting the Nursing faculty with their virtual simulations.

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **Admissions**

The Admissions department worked hard during the month of January to ensure all documents submitted for a program application were processed prior to our semester starting on 1/18--550 documents! The team and students made great use of the first two weeks of January and completed 440 individual applications for Spring 2022 in January (85 program modification requests such as program change or requesting a second program, 4 apprenticeships and 351 applications from the Web Front End) . One of the Admission team members moved on from Gateway in January but the team is in good spirits and committed to continued success. During January, we were able to conditionally accept 12 high school students to the AA/AS programs. As of 1/28 there are 30 total applications (15AA/15AS) with two students being fully admitted (1 to AA/ 1 to AS). Updated 1/28/2022

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

The New Student Specialists spent the majority of January getting students applied and accepted into their programs before the beginning of the spring semester. In

addition to that, they hosted a Fast Track event on the Kenosha campus where 39 new students were served. They also participated in events like the Oak Creek High School Career Expo and hosted tours on campus for groups like GPS Educational Partners. The NSS team scheduled and hosted 8 Get Ready Application workshops, both on campus and online and welcomed dozens of potential students through one on one appointments both in person and online. In addition to servicing the adult student population, the NSS team continued work with their high school partners by speaking with students at the schools, online through Zoom or through calls, emails and texts.

### **Career & Employment Services**

CES has enlisted the help of several cross-divisional faculty to field test the "Big Interview" job interviewing preparation system. CES is evaluating this job interview preparation system, which we hope to adopt for student's use in the near future. Big Interview is a robust curriculum based interview preparation system that incorporates video recording, interviewers and artificial intelligence. It promises to transform how Gateway students prepare for job interviews. A special partnership between LMI Packaging and Gateway Technical College has been established where students have the opportunity to earn \$14/hour along with accessing other special benefits. In addition to the competitive hourly wage, LMI will contribute an additional \$4/hour toward each eligible student employee's tuition for every hour worked as a bonus scholarship paid directly to Gateway Technical College. Shifts can be scheduled around class times, shift options include 1ST Shift 6:00am – 2:30pm, 2ND Shift 2:00pm – 10:30pm, 3RD Shift 10:00pm – 6:30am, Saturday shifts and flexible. Under the direction of the shift supervisor, the Production Support employee is responsible to support production as directed. Each Production Support will have a primary focus in a minimum of one area, but will be required to support all areas (secondary areas of focus). A focus area is defined as a group of tasks that directly contribute to or support production, which includes but is not limited to; Production (Print and Die Cut), Ink Production and management, and warehouse management and logistics.

### **High School Partnerships**

Kim Enright, Dual Credit Registration Associate, hosted the spring 2022 Start College Now Orientation on January 11, with 15 students attending. January 15th Sam Duczak held the adjunct in-service, which 42 teachers attended. January 18th Katie Graf held her career prep meeting with 30 attendees. Ben Konruff, Education Director – Performance Analysis and Continuous Improvement at Wisconsin Technical College System, & Ann Westrich, Career Prep Education Director at Wisconsin Technical College System (WTCS) With the help of student services we reached out to 987 former dual credit students to complete an online form and sign up for a 2022SP course. If they did, they would receive \$500 bookstore credit through HEERF funding. We are registering for spring semester for Academies, CFS NA and TC.

## **LEARNING SUCCESS**

### **Student Support Counselors**

The Student Support Counseling Team continues to provide district coverage for students to select their preferred session style (in person, virtual, or phone) with a counselor. This coverage continues to allow expedited services, connecting students with treatment faster. The team is offering workshops for staff and students on a variety of issues ranging from cultivating happiness in covid times, and Aim-It Relationships. The team also offers weekly meditation and mindfulness practices for staff and students.

### **Multicultural Program**

#### *Advancing Critical Diversity Competencies*

The Multicultural Cultural Program Team continues their partnership with the Nursing program in offering *Ouch! That Stereotype Hurts: Communicating Effectively in a Diverse World* in order to help students advance diversity competencies and communication skills in preparation for the workforce. To this day, over 320 students have participated. Students share the value-add of this training opportunity in building confidence and strategies to advocate for their patients, colleagues, peers, and self.

Additionally, the Multicultural Program has partnered with the Office of Diversity, Equity, and Inclusion in bringing *Ouch! That Stereotype Hurts* to the Elkhorn School District. Nearly 400 teachers and other school personnel participated.



#### *Making life-changing opportunities a reality: Pathway to US Citizenship*

Two additional Multicultural Program students have recently completed their oath and are now officially United States citizens. Those two students are Multicultural Program Peer Advocate and recent Marketing graduate, Linda (Marilyn) Loor and Rosa Martinez, who is a student in the English Language Learners program.

#### *HEADS UP Mentoring Action Research*

The HEADS UP Mentoring program has begun working on a mentoring action research project in collaboration with Michelle Borckardt and Institutional Research. Phase 1 has been completed which was a logic model and theory of change model. A survey is currently being developed, which will be sent to the mentors and mentees. They will be able to provide feedback to better understand the impact of mentoring and how HEADS UP can better support both mentors and mentees.

### *Multicultural Program Peer Advocates, Students and Alumni Making Moves*

Megan Bahr has been accepted to the University of Wisconsin-Parkside where she will pursue a Bachelors of Liberal Arts with focus on equity, communication, and policy.

Linda (Marilyn) Loor is interning with the Multicultural Program and Learning Success in developing social media content. In addition, she is leading the English Language Learning Conversation groups in fostering peer-to-peer support and language competencies.



Angela (Angie) Haney, a Human Services graduate, has been hired as Racine Interfaith Coalition's Organizer. She will be working on several initiatives in support of the Racine community through advocacy, education, and leadership.

Additionally, several multicultural program students received Foundation Scholarships to support their educational journeys to persistence and completion.

### **Veteran Support**

Veteran Support has been busy with helping veteran students and their families get their benefits in place and start classes in the spring term. The Veteran D365 subcommittee is currently planning our 22 a day veteran suicide awareness that will take place this spring. There is a push to get the veteran student club active starting next week, now that the campus is back to in person classes. Over the past few months Veteran support has worked on strengthening our community connections with veteran organizations.

### **BUSINESS & WORKFORCE SOLUTIONS**

Gateway hosted Northwest Iowa Community College (NCC) at iMET for a tour on January 10th. NCC is looking to develop programming around advanced manufacturing and wanted to see what Gateway was doing in this space and how we have leveraged industry partnerships in that process. Gateway also shared information on our Dual Credit and marketing initiatives in the manufacturing area as well as college wide. The NCC group included:

Dr. John Hartog III – NCC President

Erin Latona – NCC Executive Dean of Student & Academic Services

Adam Besaw – NCC Board President

Larry Hoekstra – NCC Board Vice President

Jason Anderson – Director of Workforce & Economic Development

Steve Waldstein – Dean of Applied Technology

Krisit Landis – Director of College Advancement

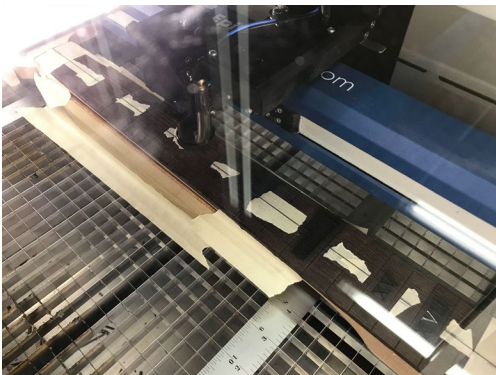
Kevin Ten Haken – Demco Products Executive Vice President

A number of Gateway team members attended the AACC Workforce Development Institute (WDI) between January 26-28. Steve McNaughton and Nicci Pagan met with colleges to discuss our work with the Expanding Community College Apprenticeships (ECCA) grant we received back in 2019. Katie Dembowski met with the Metallica All Within My Hands Foundation and reported the success of our third round of Metallica Scholars who completed Gateway's Advanced Manufacturing Specialist program which is based off of Rockwell's Academy of Advanced Manufacturing (AAM). Matt Janisin participated on a panel with Angie Andersson, Principal KTEC Schools in Kenosha and Robin Fenton of Flight Works Alabama on the importance of community colleges engaging all students K12 as part of a workforce development strategy, with a focus on K-8 student engagement.

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

The Fab Lab confirmed two Hackathons for six of our Siena Catholic Schools. Fifth grade students will diagnose and prototype solutions for their school. Fab Lab looks to expand Hackathons to all six schools in conjunction with a recently received STEM grant. St Rita's is actually looking at a weekly event that can be used multi-discipline for art, as well as science. Students will also experience a trip to the Fab Lab to witness advanced manufacturing and learn about the great career paths at Gateway.

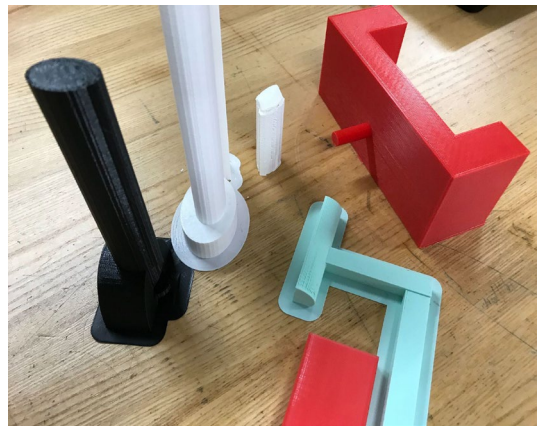
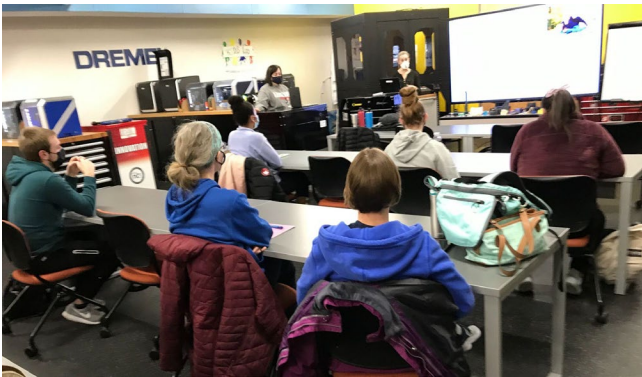
Guitar building is here! Ron Heller, recipient of the Foundation Build Package, started his guitar this month.





Classes are back, and the Fab Lab has been assisting as instructors formulate their projects. Last week we met with AC/DC One, Advanced Manufacturing for its capstone project, and next week the Fab Lab will be on Kenosha Campus working with the Alternative Growing class. This week also saw the return of our Ellsworth Cohorts, who underwent their Culture of Excellence training, and were introduced to additive manufacturing, to augment their CNC. Dremel Idea Builder 3D Printer Certification has been a part of their program for four iterations. We hope to include a full Introduction to Fab Lab session.

The Fab Lab also hosted Traci Gotz's Physical Assistants class who will be graduating this semester. Katie Schultz, DPT, APT, resident additive specialist with the Spinal Cord Injury & Disorder Center in Milwaukee presented on the use of 3D printing for assistive devices used for veterans. Students had an opportunity to develop and print their own device.



Workshops with the Racine Public Library continued this month as well with another 3D Print Your Own Lightsaber session. Gateway industrial Design Fab Lab will be assisting as they look at expansion, and integration of digital manufacturing for their prospective maker space.

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



On Thursday, January 27th the Hispanic Serving Institution (HSI) Advisory Team hosted 58 staff members for the first Emerging HSI Celebration. This virtual event focused on Gateway's status as an Emerging HSI and Dr. Tammi Summers, Dr. [Jorge Nieto](#) and [Jomarie Coloriano](#) shared information and data on the college's growing Hispanic/Latinx population. Besides having fun, fellowship and energizing Latin inspired music the following topics were discussed:

- Strategic Direction 1: Gateway is an agent for advancing diversity, equity & inclusion
  - **Goal 1B:** *Increase the enrollment and student success of the region's growing Hispanic/Latinx population.*
- According to federal law, HSIs are defined as: Accredited, public or private not-for-profit degree granting institutions, and 25% or more Hispanic undergraduate full-time equivalent (FTE) student enrollment
- In the 2019-20 academic year, 569 institutions met the federal enrollment criterion, enrolling 2.2 million Hispanic students, by headcount (HACU, 2021).
- Based on the work García (2019), a leading HSI scholar, a campus that embodies the spirit of servingness will:
  - produce equitable academic and non-academic outcomes for underrepresented students;
  - foster positive campus experiences that connect to students' and employees' cultural identities and promote a sense of belonging;
  - integrate culturally responsive practices, policies, decision-making processes, programs, and curricula into the organizational structure; and
  - connect with external entities, such as national organizations and government offices, to advocate for policies and funding that will support historically marginalized students.
- The rapid and consistent growth of the Hispanic/Latinx population between 2010 and 2020 throughout the US and in Wisconsin is evidence that Gateway should intentionally develop programming for Hispanic/Latinx students and families.
- Next steps: (1) Form a HSI Task Force, (2) Share information throughout the institution on the practice and philosophy of *Servingness* (Garcia, 2019), and (3) Data Dive on Gateway Equity Gaps - March 2022

**HSI Advisory Team:** Bryan Albrecht, Jomarie Coloriano, Lidia Hernandez Guizar, Jorge Nieto, and Tammi Summers



## **Office of Equal Opportunity and Civil Rights**

2021 was a busy year for employee accommodations. The Office for Equal Opportunity and Civil Rights provided nearly 30 employee accommodations for disabilities and pregnancy.

In the fall of 2021, Amanda Robillard accepted the additional informal role of Deputy Title IX Coordinator, serving as an alternate for Josh Vollendorf in cases where there is a conflict-of-interest or when Mr. Vollendorf is not otherwise available. Amanda has several years of experience as a Title IX/Civil Rights investigator at Gateway. In addition, Steve McNaughton will informally serve as the Deputy ADA Coordinator. Both Steve and Amanda have completed training for these roles in 2021.

For the period of July 1, 2020 through June 30, 2021, Gateway's Office for Equal Opportunity and Civil Rights resolved 60 complaints. Many of these complaints resulted in no further action beyond support measures and accommodations.

The Office for Equal Opportunity and Civil Rights will again be offering sessions on harassment prevention for all employees, in addition to adding a new course, in conjunction with the Office for Diversity, Equity, and Inclusion, called Gateways to Inclusion. This course helps turn diversity tensions into learning opportunities.