

## GATEWAY AS A LEADER

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

Residential Design students are working with Habitat for Humanity of Kenosha designing two houses. One is 4-bedroom (1,230 sq. ft. max) and one is 5-bedroom (1,500 sq. ft. max) and both are needed now. Student designs may be chosen for these two homes that should be built next year. The designs not chosen will be put into a book of plans for future homes. Plans are to make this an ongoing annual partnership for future students as well, developing a large book of plan sizes and options for them to choose from.

## ACADEMIC AND CAMPUS AFFAIRS

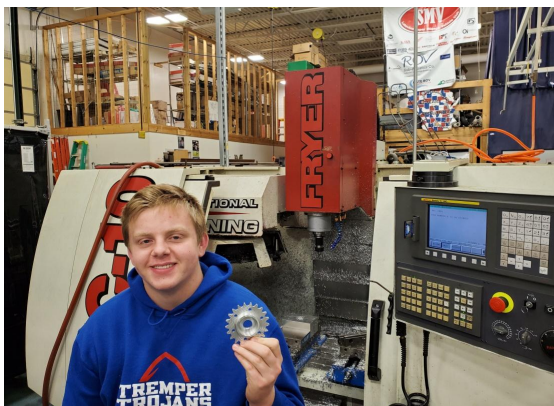
### **Kenosha Campus**

A joint Dean's List Reception for Spring 2019 and Summer 2019 recipients was held on the Racine Campus on Monday, December 2 with approximately 60 people in attendance.

Therapy dogs visited the Elkhorn, Kenosha, and Racine Campus libraries on Tuesday, December 3 as part of the library's Fuel Up for Finals event. Fuel Up for Finals runs December 2nd - 7th and allows students to visit the libraries for a warm or cold beverage and a snack as they get ready for the end of the semester push.

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

Lakeview had two really great projects in Partnership with KUSD's Supermileage Vehicle Club. Students who are in John Nelson's CNC machining class programed and created runs of parts that are used on Supermileage vehicles. The first part is an aluminum sprocket for a two-speed transmission that Matt Loomis designed for his car. The steel parts that Abba Ventura and Jerry Almazan created are used in the steering and suspension system of all of the cars. They ran over 50 of the parts, which is enough for 25 cars.



## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Community and Government Relations**

We hosted a tour group from Moore Norman Technology Center in Oklahoma. They brought 12 individuals from their school to learn about the many programs that Gateway has to offer and to see our facilities. We attended a legislative breakfast for RAMAC. This breakfast included a panel of the local city/villages/town/county officials. It was a good conversation around the future of the area and included discussion on the iMET center.

The Center for Sustainable Living (CSL) continues to host groups - both school groups and community groups. On December 3rd, they hosted 260 students from Elkhorn Middle School as part of a larger campus tour. Since July, the CSL has hosted over 1400 guests.

### **Marketing**

Spring semester push campaign is underway utilizing the Big Futures (Big Ideas, Big Dreams) #StartHere messaging. The campaign includes a combination of billboard, print, radio, targeted digital ads and an all postal customer mailing. The mailing arrived at area homes the last week in November. A campaign is also underway to promote the upcoming Quick Start event on Dec. 10 that includes digital ads, print ads, paid email blasts as well a targeted mailing. In addition, a registration campaign geared to retaining currently enrolled students is underway as well.

Planning and work are underway for many upcoming spring events including EcoFest (Saturday, March 21 from 9 am - 1 pm in Racine), Celebrate Earth Day (Saturday, April 18), Martin Luther King Celebration (Monday, January 20) and commencement.

Marketing has begun to promote the Gateway Promise to graduating seniors. A full campaign will begin in January and continue through to the May application deadline including an updated visual look the print and ad materials.

### **Foundation**

We are grateful to our 365 donors who choose to support Gateway students and the community through Gateway Foundation.

As of December 2, 2019, the Foundation has raised \$587,167. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni), Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, student emergency funds, and the Short Term Training fund.



**GATEWAY PROMISE**  
70+ Career Programs  
Limitless Potential  
Tuition FREE  
**BIG FUTURES #StartHere**

The Gateway Promise gives eligible high school seniors the opportunity to attend Gateway **tuition-free** by bridging the gap between financial aid and the cost of tuition. This opens the door for eligible students to all the life-changing educational opportunities offered at Gateway, including:

- 70+ hands-on programs of study
- State-of-the-art facilities, classrooms and technology
- Opportunities to see the world through study abroad
- 36+ student clubs and organizations
- Expert faculty eager to help you succeed, and one-on-one support from your Gateway Promise Coordinator as you work to successfully complete your degree

Apply today at [gtc.edu/promise](http://gtc.edu/promise) or contact your high school's New Student Specialist at [gtc.edu/nes](http://gtc.edu/nes).

The deadline to apply is May 1, 2020.

**GATEWAY TECHNICAL COLLEGE**

Thank you to the Gateway Foundation and its donors for making tuition-free college a reality.

[gtc.edu/promise](http://gtc.edu/promise)

We are grateful to the following organizations for their support:

- Advocate Aurora \$1,500 Innovation Celebration
- Anonymous \$29,575 Lakeside Legacy Project
- Centrisys Corporation \$1,400 Innovation Celebration
- Lab Midwest \$1,000 Mission
- Lee Plumbing Mechanical Contractors \$1,250 Innovation Celebration
- The Palmer Foundation \$20,700 Skills Boss Training & Equipment

The Foundation's Facebook page has an increased followership. We are up to 434 followers. We received \$1,475 (and growing) in pledges and gifts from #GivingTuesday fundraisers. Special shout out to President Bryan Albrecht who raised \$1,250 through his "Bryan's GivingTuesday Fundraiser" for the Foundation

Our Alumni E-Newsletter was sent to more than 1,600 alumni who have subscribed. The Gateway Alumni Association page has been launched on LinkedIn.

### **WGTD**

WGTD has been pre-empting regularly-scheduled programs to carry the House committee impeachment hearings. Coverage originates with NPR and comes to us via Wisconsin Public Radio.

### **ENROLLMENT**

The Fall semester enrollment remains positive at +1.6%. Spring enrollment through the first weeks of registration is down -1.7%. Year-to-date enrollment, including summer, fall, and spring enrollment is positive +0.6%.

### **FINANCE, ADMINISTRATION and FACILITIES**

#### **Joint Review Boards**

Bill Whyte participated in City of Burlington, City of Waterford and City of Kenosha Joint Review Board (JRB) meetings.

#### **Facilities**

Work is continuing on the Vet Sciences building and are still tracking a completion date for the interior of the building in time to start Spring classes. Over the past couple of weeks, work has been completed to install 2 sump pumps, repair the drywall and insulate the north wall. The foundation was also dugout to allow engineers to conduct a study as well as re-waterproof the foundation. Additional work will need to be completed to repair some of the facade that has allowed for water intrusion. Work in the upcoming weeks will focus on the finishes and repairs to the floor.

Planning, budgeting and work is continuing on the other projects as well to include the EVOC expansion, Academic Building Second Floor, and some parking lot projects. Final work and billing is still finishing up at the SC Johnson iMET Center as well as the first two projects for the Academic Building 2nd Floor.

## **Security**

Work is being coordinated for the new Video Management Software system being installed around the College. All the back end work (i.e. server installations) has been completed and the first roll out of the system is being completed at the Burlington Center. In addition, 26 security cameras that were donated in a partnership by AXIS Communications are being installed at the iMET Center.

The College in partnership Kenosha County Emergency Management hosted a Cyber Security Forum on December 11th that was attended by around 50 different business leaders throughout the County.

## **FY 2020-21 Budget Process Update**

Budget development week for FY20-21 kicked off during the week of December 9-13. During this week, the budget office travels to all of the campuses to allow budget managers and opportunity to review and analyze their budgets in a one on one setting. Budget managers have through the end of January to prepare their initial submission to the budget office for review.

## **Grants Update**

This month continues the budgeting process for Special Revenue Fund for new grant proposals for the Wisconsin Technical College System funding and renewals of existing grants which are due December, 2019 and January, 2020.

## **HUMAN RESOURCES**

### **HR Staffing Complete**

All Human Resources positions have been staffed as of November 25, 2019. Our new HR Generalist, Heather Hulbach, started on November 25.

### **Payroll Process Mapping Project (PPMP)**

The Payroll Process Mapping Project with additional steps in the process have been documented and review/editing of all processes continues. Our Project is on schedule.

### **Mentoring Program for New Administrative Staff**

A new mentoring program for incoming administration personnel is progressing. At this time, the committee is working on have a reviewable proposal in January 2020.

### **Recruitment Efforts**

Lisa Guerrero, Talent Acquisition Manager, and staff have been recruiting at a higher level the past month. We have been sending inquiries out to large amounts of possible applicants. For example, we have communicated open positions with approximately 6,000 possible applicants for two of our positions; Instructor, Emergency Medical Services and Programmer/Analyst. Our effort has resulted in an increase in applications in these areas.

### **'See Your Future Expo'**

On November 19, 2019, Selina Bohn and Jessica Johnson attended the SEE (Skills, Experience, Education) Your Future Expo. The event is hosted by the Academies of

Racine to allow ninth grade students in the Racine Unified School District to be exposed to a variety of professions. They had a great time engaging with the students with activities to highlight Human Resources such as applicant screening and interviewing. The students were provided a handout summarizing the various HR careers and some benefits of these careers to spark additional conversation after the day's event.

## **INSTITUTIONAL EFFECTIVENESS**

A team of student success leaders attended the M7 Momentum Pathway summit at Cardinal Stritch University, which brought together teams from all HERA-member institutions. John Thibodeau, Jaime Spaciel, Jorge Nieto, and Mike Smith participated in the half-day meeting to review regional data and discuss progress on implementing Complete College America's game-changer strategies locally.

John and Jorge Nieto also attended the Complete College America conference in Phoenix in December to learn more about successful implementation of student success interventions.

The Impact Program inaugurated another opportunity for community engagement by offering six Lunch and Serve events on all campuses. Participants met over the lunch hour to prepare 1500 containers for hygiene kits and tie no-sew blankets; these materials will be used as part of the Martin Luther King Day of Service in January.

### **Employee Learning**

Employee Learning continues to support professional development through funding for professional conferences, conventions, workshops, and other similar events. In 2019, Employee Learning funded registration and travel for 38 faculty and staff to attend 35 conferences. Upon return, staff share their experiences with their peers in department meetings and in writing so that more people at the college can benefit from their experience. Possibly the most unique request supported this year was for the International Society of Arboriculture convention and Mexican Tree Climbing competition in Oaxaca, Mexico!

### **Pathways**

The Director of Career Pathways and Program Effectiveness partnered with three program areas this fall to develop new career pathway credentials. These credentials are embedded within already-existing associate degrees or technical diplomas, and will provide additional entry points to industry for our students and help to fulfill staffing gaps for local employers. The four new credentials, which are being reviewed by WTCS, are:

- Architectural-Structural Engineering Technician:
  - Construction Management Technician – embedded technical diploma
- Horticulture:
  - Horticulture Basics – pathway certificate
  - Horticulture Technician – embedded technical diploma
- Pharmacy Technician:
  - Pharmacy Technician Fundamentals – pathway certificate

Once approved, the new credentials will be available for students beginning in May 2020.

## **LEARNING INNOVATION**

### **User Experience**

We are continuing on the roll out of Zoom as the web conferencing solution for Gateway. Meetings are being held to setup user imports and training our users need to be successful with this new tool. Our Help Desk has been using Zoom to provide remote support to end users for about 2 weeks and report that users are happier and more comfortable using this solution compared to our previous solution.

Finishing touches are being made on the annual computer order. Expectations are to begin ordering in January.

There has been a lot of research done regarding Esports. This includes preliminary testing of computer equipment and systems, developing a club constitution, and evaluating spaces that will house the club equipment. We have also talked to other professionals related to Esports to help us define the direction that Gateway will go with this new opportunity.

### **Information Systems**

The investigation and design of options to compensate for the eventual phasing out of Web Advisor in favor of Self Service is in progress. Encrypted communication with Colleague is in place, subroutines are being called, and results processed in to web pages.

A Colleague screen to record possible substitutions and a report to list all potential student program substitutions is in progress and nearly complete.

The end of year patches to Colleague and updates to Self Service and the WebAPI have been applied to the test accounts and will applied to Live shortly.

The remediation necessary to accommodate upcoming LDAP security updates is in progress.

Colleague Reports was updated to run reports as separate processes from the Web Server to allow for better performance and easier termination if needed.

### **Technology Operations**

The Network Operations Team, with the support of several IT and IS colleagues, successfully swapped out the core network switches for the college. During an 8 hour Sunday outage window, the 10+ year old core switches were replaced due to Cisco ending support for them. These network switches essentially direct network traffic into and out of Gateway's network to each of our locations and to the Internet. Fun fact: the switches we replaced had not been rebooted in over 3.5 years when we upgraded them!

The Infrastructure Team implemented a new multimedia system at the Kansasville Fire Department. This system is the current multimedia standard used in Gateway classrooms around the district and includes a state of the art Cynap control workstation which also provides wireless content sharing from laptops, tablets, and smartphones.

The Infrastructure and NOC Teams met the aggressive goal of implementing IT infrastructure for two temporary classrooms and lab environment for the Vet Tech program in Elkhorn by early-November. The IT work was completed on 11/8 thanks to the hard work of David Aguirre, Mike Garcia, Ricky Jones, Mike Kaufman, and Hans Pedersen. Nice work, team!

I am happy to announce that David Aguirre has accepted a new role in LID in the new position of IIoT Technician. In this role, David will be breaking some new ground for Gateway with a focus on IIoT at iMET. While he will still be a part of the IT TechOps Team he will be working closely with the dean, faculty, and students at iMET to help make our new academic programs and offerings successful while maintaining the College's focus on security and networking standards. As a summary, "the IIoT Technician's role is to ensure the stability, availability, and integrity of the College's academic IIoT technologies and infrastructure. This includes planning, installing, configuring, securing, maintaining, monitoring, supporting, and optimizing connectivity to Industry 4.0 related equipment and applications." Congratulations David!

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **College Access**

Explore Gateway Days continued into November, approximately 450 KUSD and RUSD students visited the Racine and Kenosha campuses. Several New Student Specialists (NSS) and Student Finance Specialists partnered to provide financial aid workshops for area high schools. Illinois high schools were also visited and presentations were made to over 200 students regarding our relationship with College of Lake County, Rock County and McHenry County. NSS also participated in welcoming Veterans specialists from around the state for an all day in-service and tour of the campus.

### **High School Partnerships**

The High School Partnerships team will be hosting Start College Now registration nights for the 340+ high school students requesting Start College Now classes for the Spring 2020 semester.

### **Student Finance Specialist**

The Student Finance Specialist met with about 400 students during walkins, appointments and workshops. Set up of their calendar for the next series of workshops has started. Students continue to complete the All Things Student Finance (ATSF) survey as part of the team's Co-Curricular assessment.

## **Financial Aid**

The Financial Aid Office has begun to review policies and organizing procedures to ensure efficiencies and accessibility to all team members. All required student forms have also been reviewed in preparation for the 2020-21 financial aid year.

## **Student Accounts**

For the third year in a row, we have received the ACE Award from BankMobile. BankMobile recognizes institutions who achieve campus efficiency by disbursing at least 90% of all refunds electronically and promoting the refund disbursement program and process so that at least 40% of all students, regardless of financial eligibility, complete the refund selection process. So far for 2019, Gateway has processed 11,505 disbursements through BankMobile and 94.07% of them were delivered electronically!

## **Express Services**

The Contact Center engaged in almost 500 chats this month, up 10% from the previous time frame last year.

## **Academic Advising**

To meet the needs of our students, Academic Advisors are offering walk in hours December 23-January 8th. The Advisors offered faculty advising sessions to support the continued faculty advising enhancements and needed training during November and will present at the School of Protective & Human Services inservice.

## **LEARNING SUCCESS**

### **NTO & Step Up**

NTO & Step Up had the honor and pleasure of attending the Ellsworth Correctional Women Cohort #4 graduation. This group of women attended Gateway while in prison to complete their CNC Technical Diploma. Graduation Highlights: Cohort # 4 consists of 9 students (women), 7 students earned all A's and 2 students earned all A's & B's, being the highest GPA achieved Cohort thus far.

The NTO & Step Up, Support Specialist presented on Gateway Corrections initiative at Common Ground Conference in Appleton. At the conference, we provided the attendees an overview of the Soft Skills class provided to the incarcerated population of students at Gateway. Directly after the presentation, the Gateway team of presenters were asked to come back next year to present again.

### **Job Shadowing Experience:**

Sixteen NTO students attended Racine Youthful Offender Correctional Facility (RYOC) for a job shadowing experience. The students got the opportunity to participate in a tour of the facility and engage in a panel discussion with inmates, corrections officers and Human Service staff. In attendance for this event were both male and female Human Services students.

November also kicked off the NTO & Step Up, Tailor Made for Success Symposium. The objective of this event is to prepare our students for their careers. Students have



already attended workshops on Dress for Success (interview attire) and Networking & Pitch (creating their pitch about themselves in order to set them apart from others). Other upcoming events include a Dinner Etiquette, mini session, VIP Luncheon with our President, Dr. Bryan Albrecht and the main event will be the Rock the Runway show. Students will be modeling their interview attire and professional clothes received from the on campus clothing store the G-Boutique.

## **TAG**

Fall semester has been a very busy time for the TAG program. Not only are new TAG students getting familiar with the Gateway Campus but returning TAG students are focused and ready to work. The semester started off with a large portion of TAG students attending the "Show Me the Money" Foundation Scholarship Prep Workshop and Lab. Many of the TAG program students completed the scholarship application.

This fall, TAG students took a trip to George Williams College, where they took in the gorgeous campus lake front view. They were excited to see some Gateway/TAG Program alumni who now attend George Williams College that took time out of their class to say hello and give hugs.

Preparing students for graduation and possible transfers onto four year universities is very important to the TAG program. TAG students participated in the Fall Transfer Fair on the Elkhorn and Racine Campuses. Students were able to meet with 25+ universities to discuss transfer opportunities.

TAG participants attended many Gateway events this past semester. One of the events that stood out was Gateway's Hispanic Heritage Month Kick Off Brunch. TAG participants were able to listen to some great speakers while eating an authentic Mexican breakfast. A new event that TAG students attended was Gateway's first annual Drag Show. This was a part of Gateway's Coming Out Month.

TAG students were able to watch some great performances from local drag queens while also helping to raise money for Gateway's first LGBTQ+ Student Foundation Scholarship. It was quite the event. TAG students also presented at and attended the Gateway College Success Seminar event on the Racine Campus. Megan Bahr presented on the NCORE conference that she attended earlier this year.

## **Disability Support Services**

The Deaf/Hard of Hearing program experienced a challenging but fulfilling opportunity to provide accommodations this semester for a profound deaf student in Gateway's new CDL Truck Driving Program. Interpreters were scheduled Monday - Friday, from 7-4:00pm. The instructors and student created signs when driving on the road to communicate with each other. When in-depth communication was needed, the truck was pulled over and the interpreter in the back seat was ready to facilitate communication. Working with DOT and DMV was vital to ensure we had everything in place, as testing for a deaf student has strict regulations. To date, our student has passed the three written DMV exams, truck inspection, and backing (straight back, 90 degree and offset parking). The final test will be over the road driving in the next few weeks. Curtis Chiaverotti and his team of instructors, along

with our dedicated interpreters, have been amazing in helping this student reach his career goal.

## **BUSINESS & WORKFORCE SOLUTIONS**

November 13, 2019, Randy Reusser represented Gateway Technical College at the BICSI Grand Opening of their newly renovated World Headquarters in Tampa, Florida. Randy was invited to join in the official ribbon-cutting ceremony and tour the new BICSI offices and the expanded Learning Academy classrooms.



Mr. Reusser then participated in 2019 Board Strategic Planning Meeting which was held at both the BICSI World HQ in Tampa and the Opal Sands Resort in Clearwater Beach, FL-November 12-15, 2019. In October 2019, Randy was elected to the BICSI Board of Directors as the North-Central Regional Director and is responsible for 10 States.

Gateway hosted the Academies of Racine Health Sciences Pathway students from Case High School and Horlick High School at the Kenosha Campus. Each group had 48 sophomore students, they were interested in careers in the healthcare field including Nursing, Surgical Technician, EMT, Physical Therapy, and Medical Examiner. The students will be earning dual credit into Gateway their junior year and help them make decisions in their studies to be career and/or college ready upon graduating.

Gateway Technical College, the convening organization for the Academies of Racine, hosted a portion of the SEE Your Future Expo for the Racine Unified School District high school freshman on November 19th. This was the 5th year that RUSD has held this career awareness expo for their students who are currently enrolled in the Freshman Seminar program. The SEE Your Future Expo creates hands-on engagement for the students to make a connection as they explore the 14 pathways in their academies exposing them to different industries.

At the SEE Your Future Expo, participating freshmen experience career-related, hands-on demonstrations and engaging activities in a broad variety of careers. This experience helps to forge a relevant link between what they are learning in school and what future career opportunities are available. This event builds a foundation for the students and has a tremendous impact on our community as we transform the Racine Unified comprehensive high schools. The event was held at Fountain Hall and SC Johnson iMET Center. This year iMET hosted 21 employer partners that represented 37 different careers and welcomed 1300 freshman students.



## **Metallica Scholars Initiative- Telecom on Demand**

On November 19th, a dinner and reverse job fair was held for student completers of the ALL Within My Hands Foundation and Metallica Grant-funded telecommunications training, Telecom on Demand. The training was delivered with online course work and open lab times on Thursday evenings and Saturday mornings for students to increase their skill set in telecommunications. A number of local employers attended the dinner to learn more about the program and network with students who completed the program. Employers had the opportunity to circulate from table to table visiting with students about discussing what they have learned in class, career goals and what skills they can bring to a business. Students displayed different pieces that would show potential employers the skills they have learned.





### **Fab Lab**

R.E.A.L. School students continue to learn about 3D printing in conjunction with their solid works classes and began designing their STEM Project.

The Lab participated in the Wustum Museum's artist resource fair and has been at Bryant Center for NC3 Dremel certifications.

The Microprocessors class has been utilizing the Lab for printing and programming a model traffic light simulation for an intersection with turn lanes and mechanical engineering classes have been working on their U-Joint Tolerance projects.

The Lab hosted Bridge Homeschool for Digital Art & RC Car workshops and the GTC Business office retreat.

On November 7th and 8th Gateway hosted a tour for Houston Community College in coordination with our NC3 partners Snap-on, Greenlee, and Trane. Michael Webster, Associate Vice Chancellor of Workforce Instruction and Kris Asper, Dean, Construction Technology Center of Excellence from Houston Community College toured the Horizon and iMET Centers as well as the Trane Energy/HVAC labs on the Kenosha Campus and the Greenlee Electrical Apprenticeship Lab on the Racine Campus. Gateway is known for our industry partnerships and we are happy to support other colleges looking to implement similar industry certifications for their students.