

GATEWAY AS A LEADER



GIVING TUESDAY

#GivingTuesday is a day devoted to raising awareness and funds for nonprofit organizations. We are truly grateful for donations that support our students and College programs. During this difficult year, the Foundation is Giving Thanks on Tuesday, December 1 for our dedicated donors, volunteers and supporters. You make it possible for us to help students achieve their dreams.

[Learn more about opportunities to make a difference](#).

Our thanks to College President Bryan Albrecht for hosting a Facebook fundraiser on Giving Tuesday raising \$700 for Gateway students.

ACADEMIC AND CAMPUS AFFAIRS

School of Manufacturing, Engineering and Information Technology

The ElectroMechanical Maintenance Industrial Controls class assembled and wired 6 electrical panels for the [East Troy Christmas light](#) show. The panels have a mini controller inside of them that will be linked via WiFi throughout the town square. Spectators can watch in amazement the different light shows. Each box can control up to 8 sets of Christmas lights. There will be 40 boxes in total. The 6 built by Gateway students can be found by the plaques (machined by Elkhorn campus CNC students) on the front of the electrical panels.



Pre-College Division

Thirty-nine students participated in the Promise 2 Finish Virtual Kickoff event, held on November 14, 2021.

Eighteen ABE students have now been tested using our Virtual TABE TEST process approved by the WTCS.

We are expanding our Spanish 5.09 offerings. We will now offer a morning section on the Racine Campus. Currently, we offer evening sections on the Kenosha and Racine Campus. We are also expanding our GED in Spanish on the Kenosha Campus. Students will be able to attend four nights a week instead of two.

Racine Campus

The Health Clinic in Racine is now in its new location, Racine Building, 1st floor. The construction for Lake 1st floor is complete. The furniture install will take place at the end of December.

The Lincoln Building Faculty are boxed and ready to move. They will have a temporary workspace in the Lake Building, second floor, while we wait for the furniture and HVAC to be updated.

COMMUNITY AND GOVERNMENT RELATIONS

Marketing

Spring semester push campaign is underway utilizing the New Challenges Create New Possibilities Big Futures #StartHere messaging. The campaign includes a combination of billboard, print, targeted digital ads and an all postal customer mailing. The mailing arrived at area homes the last two weeks in November. A campaign is also underway to promote the upcoming Fast Track events Dec. 8 and 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.



SPRING 2021

New Challenges >> Create >> New Possibilities

#BIGfutures

Enroll Now
Classes begin January 6

GATEWAY
TECHNICAL COLLEGE
gtc.edu

FASTTRACK
VIRTUAL REGISTRATION AT GATEWAY

Apply to Gateway
○
Register for Spring
○
Get your questions answered

Join us online at:
gtc.edu/fast-track

GATEWAY
TECHNICAL COLLEGE

#StartHere
December 8
1-4 p.m.
○
December 10
3-6 p.m.

Hispanic Reflections Magazine

Gateway has been a part of an exciting new publication in Racine, Hispanic Reflections. The publication has been a great opportunity to highlight our students, programs and services in the Hispanic community. Highlights have included first generation month, Promise 2 Finish program, Office of DEI and ABE/ELL programs as well as amazing feature stories. Features include: [Zaida Hernandez-Irissou](#), [Berenice Lorenzo](#), [Lupe Jaramillo](#), [Olivia Navarro](#) as well as Angelique Ortiz and Jorge Nieto in December

Employee Intranet: Gateway's new employee Intranet site was launched in November featuring a great news and college updates section, employee shout outs and updated departmental pages. The news and updates section is updated each week with information from various divisions at the college.

GATEWAY
Intranet

BLACKBOARD FTE REPORTS STAFF EMAIL WEBADVISOR

Red Hawk Return
EXPLORE THE RED HAWK RETURN PLAN
Learn about the guidelines and best practices the college has implemented to keep students and staff safe during the pandemic.
[LEARN MORE](#)

PRESIDENT'S WEEKLY MESSAGE
Life's most important moments...
[LEARN MORE](#)

WELCOME TO THE NEWLY REDESIGNED GATEWAY INTRANET
Get the latest information from around the college.
[LEARN MORE](#)

MID-YEAR EVALUATIONS ARE COMING SOON
Mid-year evaluations will be available November 1 - November 20.
[LEARN MORE](#)

DEPARTMENTS

- Academic and Campus Affairs
- Advisory Services Division
- Business and Workforce Solutions
- Business Office
- CALLS Team
- Compliance
- Employee Learning
- Foundation and Alumni
- Grants Office
- Human Resources
- Institutional Effectiveness
- Institutional Research
- Learning Innovation Division
- Library
- Marketing & Communication
- Organizational Excellence
- PK Curriculum Assessment
- School of Protective & Human Services
- Strategy & Enrollment Management
- Student Success Center
- Student Services
- Wellness

SHOUTOUTS

Shoutout to: **Selina Behn**
Congratulations to Selina Behn on her new role as Director of Human Resources!

Shoutout to: **Everyone!**
Thank you to all of our colleagues at the college for helping students succeed in these unique and challenging times.

Shoutout to: **Office of Diversity, Equity and Inclusion**
Thank you to the Office of Diversity, Equity and Inclusion for continuing to host the Crucial Conversations series!

[Add your shoutout!](#)

CALENDAR OF EVENTS
Due to the coronavirus (COVID-19) pandemic, all Gateway campus facilities are closed to the public and on-campus events are cancelled until further notice with the exception of students who are on campus for classes, labs, or to connect with campus services. [Learn more](#)

NOV

- 9** Spring 2021 Priority Registration
- 10** Drive-Thru Food Drive - Kenosha
11:00am to 1:00pm; Kenosha Campus - Along the Science Wing
- 10** Proud to be First - Panel Discussion
11:30am to 12:30pm; Virtual
- 10** OEL Book Club - Genre 1
12:00pm to 1:30pm; Virtual
- 10** Midterm Review & Language revitalization viewing event
6:00pm to 7:00pm; Virtual
- 11** Red Shirt Day
(all day); Virtual

[All Events](#)

Foundation

We are grateful to our 322 donors who choose to support Gateway students and the community through Gateway Foundation.

As of November 30, 2020, the Foundation has raised \$169,470. 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.

Thank you to the following organization donors for their support:

- Crawford Tree & Landscape (\$1,000) Perry Crawford III “Preserving the Urban Forest” Scholarship
- Nielsen Madsen Barber (\$1000) Gateway Foundation Presents: Innovation Celebration To Go!
- Racine Community Foundation (\$21,900) Jennifer J. Diener Women in Law Enforcement, Grace Meyer, Grace Plude, and Michael Miklasevich scholarships
- Riley Construction (\$1,000) Gateway Foundation Presents: Innovation Celebration To Go!

More than \$10,320 has been awarded to students through the student emergency funds. Of the \$10,320, \$1,500 has been Red Hawk Kenosha Strong grants. Funding has been used for tuition, fees, books, utilities, groceries, and transportation.

The Foundation’s Facebook page received a high level of engagement over the recent Thanksgiving break and Giving Tuesday. We have 516 followers. Our Thanksgiving Day post reached over 700 people and generated the most comments in the past month. Our Giving Tuesday posts reached 1,300 Facebook viewers, who also commented and reacted. A specialized landing page on the Gateway website was created for Giving Tuesday to encourage more interaction.

Gateway Foundation Presents: Innovation Celebration To Go will take place on Saturday, November 7, 2020 at 6 pm. In the virtual format, we were delighted for this uniquely Gateway event more than 50 guests attended the evening that included updates, educational workshops, student testimonial, President’s address, and auction. We are grateful to all of our generous sponsors, guests, and committee members. Save the date for Saturday, October 23, 2021, when we hold the 2021 Gateway Foundation Presents: Innovation Celebration.

WGTD

The FCC has renewed WGTD’s three, over-the-air licenses---91.1 in Kenosha, 101.7 in Elkhorn and 103.3 in Lake Geneva. License renewal comes along every seven years, and requires diligence and a fair amount of effort over several months. Working under the guidance of our Washington-based attorneys, Dave McGrath did our heavy lifting.

ENROLLMENT

The Fall semester enrollment remains negative -14.7%. Spring enrollment through initial priority registration is down -18.7%. Year-to-date enrollment, including summer, fall, and spring enrollment is negative -13.6%. Additional personal outreach to students will happen through the end of the year along with several events.

FINANCE & ADMINISTRATION

FY 2021-22 Budget Process Update

Budget development week for FY21-22 kicked off during the week of December 7-11. This year the meetings were held virtually via zoom, meeting with all of the budget managers 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 the Special Revenue Fund for new grant proposals and renewals of existing grants for the WTCS funding which are due December, 2020 and January, 2021. At the end of the month, complete review will be performed on grant spending and activity progress. Revisions will be completed as needed. The team continues to provide grant financial support for the college.

Joint Review Board Representation

Sharon Johnson has participated in several joint review board meetings for municipalities located within the Gateway Technical College District including Village of Union Grove, City of Burlington, and Village of Sharon.

Holiday Celebration

The Business Office Team is celebrating the season via a virtual holiday celebration on December 17th. A virtual slide show of team members' holiday photos, sharing of cookie recipes, Yuletide Pictionary, and an ugly sweater contest are included in the festivities.

HUMAN RESOURCES

Faculty Quality Assurance System Site Visit

Jacqueline Morris and Selina Bohn participated in the Faculty Quality Assurance System Site visit with WTCS System Office. At this meeting they presented Gateway's efforts on achieving and retaining a diverse instructor population, interview questions, and faculty performance evaluations. During the visit the System Office noted that Gateway's has a strong system and that there were no areas of concern.

Gateway Clinic

Jacqueline Morris and Magan Perez met with the Gateway Clinic Staff, Ascension, and Group Health Trust representatives to review the quarterly clinic report. Based on the report, the clinic staff will be working on an initiative to increase clinic utilization.

Committee Work

Lisa Guerrero continues to work with the WTCS DEI Subcommittee. They are in the process of finalizing interview and bias training.

John Frost, who is the secretary, met with the WTCS HR Committee on November 5th.

Magan Perez attended and participated in the WTCS HR Directors State Called Meeting on November 5th.

COVID

Magan Perez and Heather Halbach met virtually with the Kenosha Health Department to train on their Wisconsin Electronic Disease Surveillance System (WEDSS). They continue to work with the Kenosha, Racine, and Walworth health departments to verify COVID related information and situations and to coordinate efforts for the most accurate information related to cases.

Magan Perez presented to two Divisions/Department areas on Gateway's COVID process and procedures. Magan along with Jacqueline Morris then answered questions related to the developed processes.

INSTITUTIONAL EFFECTIVENESS

The Impact Program has released its annual report on community engaged learning at Gateway for 2020. Thanks to program coordinator Madeline Carrera and the marketing department for producing this report. As with all our programming, the COVID-19 pandemic disrupted many service projects, but our college community found many ways to connect with those in need through food donations and virtual service projects. For the year, 406 students in 31 different courses completed over 4,000 hours of service to our community as part of their classwork. The annual report is available on Gateway's [website](#). Board members who want a paper copy can email Madeline Carrera (carreram@gtc.edu).

Pathways and Program Effectiveness

The program effectiveness team published the 2020 Student Learning Report, documenting the 2019-2020 assessment results by program. The following data points highlight the college's overall assessment results:

- 100% (75/75) of programs participated in developing an assessment plan, including the establishment of assessment criteria for each associated program learning outcome.
- 96% (72/75) of programs reported results at the end of the academic year.
- 88% (63/72) achieved at least 60% of their measures.

It is important to note that this is the highest rate reported since the 2012 academic year, where 90% of programs achieved 60% of their measures. Despite assessing the final semester of the 2019-2020 academic year in a pandemic, our students and faculty adapted quite well to the various challenges COVID-19 restrictions presented.

Programs are required to create action plans to address any program learning outcomes that did not meet the established criteria. A total of 31 programs (100% of those required) submitted 83 action items for improvement, as follows:

- 4% addressed a change in curriculum.
- 72% indicated a change in teaching technique/delivery.
- 12% noted a change in assessment criteria.

- 12% plan to monitor, review and/or further discuss outcomes that were not met.

The program effectiveness team will continue to engage with the nine programs that did not meet 60% of their measures during the 2019-2020 academic year to provide additional support and direction on strategies to improve results moving forward.

Employee Learning

On November 20, 2020 the Wisconsin Technical College System Education Directors for the Faculty Quality Assurance System completed a site visit to ensure Gateway was in compliance with state statutes and policy. The Education Directors met with the Employee Learning Manager, Administrators, Human Resources, Faculty, and Adjunct Instructors. Although the final report is not yet available, preliminary comments were very positive. The Education Directors found no areas of non-compliance and shared many areas of strength. They were particularly impressed with our Creating Interactive Learning Environments course and the efforts of our Instructional Technologist, Meg Hunter, in providing a course where both new and experienced faculty can improve their teaching strategies.

Institutional Research

Dual Credit Equity Analysis: Community College Research Center (CCRC) published a [Dual Enrollment Playbook](#) in October, 2020. This playbook identifies five principals including prioritizing equitable practices within dual enrollment programs. Institutional Research is working in collaboration with High School Partnerships to: 1.) Analyze dual enrollment equity gaps; 2.) Assess current District High School practices in comparison with evidence-based best practices; 3.) Create actionable steps school leaders and college partners can take to continue to improve dual credit access and completions for all students we serve.

Ruffalo Noel Levitz (RNL) National Conference Presentation: Michael Smith was invited by RNL leadership to present at the Ruffalo Noel Levitz Annual Conference as a voice for 2-year institutions. The presentation focused on practical application of survey results: how to avoid results collecting “digital dust”. The virtual presentation was done in collaboration with Southeastern University in Lakeland Florida.

Community College Survey of Student Engagement (CCSSE) Registration and Pre-work: CCSSE is a well established tool that helps institutions focus on good educational practice and identify opportunities for improving programs and services for students. CCSSE 2021 surveying will include a special focus on COVID-19 and Students in Need.

American Culinary Federation (ACF) Accreditation Support: ACF assures that culinary programs meet the minimum standards and competencies set for faculty, curriculum and student services. If Gateway’s culinary programs achieve accreditation through American Culinary Federation Education Foundation Accrediting Commission (ACFEFAC) Gateway’s culinary programs will ensure accountability, program credibility, and are aligned with industry standards.

NC3 Lumina Partnership: Institutional Research, in collaboration with BWS, is working with NC3 and partners to develop a sustainable and scalable data collection model that is beneficial for expanding Centers of Excellence across the nation. Partners include Pima Community College, Lawson State Community College and Snap-on Inc. This foundational work includes increasing the number of individuals who hold quality credentials, while ensuring equity and access for all.

Graduate Outcomes Surveying: Institutional Research is in the annual process of gathering graduates responses to their experience at Gateway and their employment status. The primary objective of surveying is to determine the extent to which graduates' status is related to the graduates' educational programs. This can be useful for facilitating program planning, evaluation, and development.

Aspen Institute Ascend Grant Support: Working in partnership with Higher Expectations and Gateway staff to support collective community work focused on investing in effective strategies to address needs of student parents. When parents attain postsecondary degrees and credentials, children benefit as well due to higher family earnings and better school readiness.

Perkins V Dashboard Training/Grant Writing Support: Provision of Perkins Dashboard training for staff who are currently developing Perkins grants and will be using WTCS Perkins Dashboards to evaluate and assess the effectiveness of their grants.

Media Prefs Survey Review/Analysis: Institutional Research continues to work in collaboration with Marketing & Communications. Survey results will inform and impact college and divisional strategies about how Gateway communicates with prospects and students: website content, social media engagement, communication preferences, and more.

DEI Data and Research Subcommittee: IR is working in collaboration with DEI to explore possible DEI scorecards. Scorecards are valuable monitoring tools that highlight Key Performance Indicators (KPIs) that can help to move an institution from a deficit-minded approach about students to an equity-minded approach: one that asks us to examine the practices, policies, and attitudes to create an equitable experience for all.

LEARNING INNOVATION DIVISION

Alan Pinkerton and Jeff Robshaw have been working with Michael Smith in the Institutional Research area to work towards the implementation of an Enterprise Data Warehouse, including a pilot program for our Business Office. This modernized approach to data and reporting will set the stage for further work in Data Governance, data-based decision-making, etc. We are currently interviewing consultants to assist with the pilot project and initial deployment of a proof of concept for an Enterprise Data Warehouse.

In collaboration with Stacy Riley and Katie Graf, Jeff Robshaw, Eric Doherty, Tanner Duckworth and Mary Blue are assisting with updates to the VANguard initiative

including new exciting options around video-conferencing options for our high school partners as well as promoting additional options to bring college programming to these partners via existing one-to-one computer deployments.

Technology Operations

On Sunday, December 20th, TechOps will be performing several network and system upgrades which will require a planned outage affecting access to most all of our systems. This outage is planned to occur from 8:00AM to 8:00PM, though not all systems will be unavailable during that entire time. The team will work to resume normal system operations as quickly as possible.

The TechOps and User Experience teams will be conducting a “proof of concept” on an application delivery portal called [AppsAnywhere](#). AppsAnywhere is a solution designed specifically for higher-education institutions which makes access to the colleges applications easier to manage and deploy to students and staff. This would replace the current tedious tasks associated with hundreds of application installations on thousands of college laptops and desktops.

User Experience

Requests for student equipment continued through the end of the fall semester. We will continue to offer equipment to students through the spring semester, and over 100 requests have come in for the spring semester. The chart below shows the amount of equipment distributed for the fall semester. This has impacted over 5% of our students.

Fall 2020						
	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	0	0	0	0	0
Elkhorn	26	9	14	74	8	6
iMET	6	4	2	13	0	0
Kenosha	54	32	24	143	36	26
Racine	79	95	64	200	78	22
Extensions	43	42	43	83		
Total	208	182	147	513	122	54
Pieces of Equipment issued	537		% Students Receiving Eqpt	5.06%	12/9 FTE Report	
Equipment:Student	1.046783626					
Student Pickup Rate (not incl. cancel)	80.79%		Student Cancel Rate	7.84%		

We have received additional laptops to distribute to students. These laptops will also be provided to adjunct faculty to assist with instruction from home.

CSTs and Multimedia techs have removed equipment from the Lincoln building in

Racine in preparation for the remodel in 2021. Faculty workstations are in the process of being set up in their temporary or permanent locations.

Techs will be upgrading computer equipment at the Horizon Center and the LSC in Kenosha during the winter break. These upgrades were put on hold due to COVID, but resources are available to complete these upgrades.

Information Systems

The conversion to the SaaS version of TimeClock Plus continues.

Completed the creation of reports to facilitate BWS using Self Service for the collection of hours for apprenticeship.

Completed the creation of a Colleague screen to track Contract Costs for BWS and High School Partnerships.

Added a requirement to Self Service / Web Advisor that students agree to the Student Responsibility Agreement annually.

Completed work on a system to track the Fresh Start to Finish program.

Continued work on Replacement Web Advisor.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

Admissions

Admissions is working with petitioning programs to define standardized and consistent petitioning windows for high demand programs. The alignment of petitioning windows will create efficiencies within the academic and admissions departments and prevent confusion for students.

New Student Specialist (NSS)

The New Student Specialists worked with hundreds of students in person, on the phone and over Zoom to assist them during their application process. They also assisted high school students in preparing to register for their Start College Now classes for the Spring semester. They scheduled and organized Explore Gateway online events for high school students on the Kenosha, Racine and Elkhorn campuses. There were Get Ready Application Workshops for general applications as well as Design Your Future Application Workshops. Aneisha Denson also hosted a Facebook Live event with President Bryan Albrecht that was viewed by over 300 people so far. Off campus, the New Student Specialists hosted community Gateway Mobile events as well as some in-person high school meetings and workshops.

Student Finance Specialist (SFS)

Student finance Specialist (SFS) attended the Fall 2020 WASFAA conference and benefited from various sessions on the 21-22 financial aid application changes and updates to the verification for the upcoming year. These updates will support our work with students as we move into the new year. During November, the SFS received 572 phone calls (not including appointments, zoom meetings) from

students - answering questions related to the financial aid process and how to pay for college as well as supporting students in completing the financial aid application. Several team members regularly serve on the GradReady Financial Literacy team and recently met to implement upcoming marketing strategies to support financial literacy for students. SFS continues to provide various methods for connecting with students in-person and virtually through 1-1 appointments, All Things Student Finance Workshops, phone appointments, and virtual kiosks.

Financial Aid

During the month of November, the FA team has begun working on setting up for the 21-22 school year. This is a critical step to ensure students can receive financial aid awards and includes ensuring all systems updates are applied, tested and ready to import financial aid applications for 21-22 in December. This also involves reviewing all communication to students and FA webpages. Team members have been busy working on various aspects of marketing GradReady financial literacy programs to students and gathering new team members. Several team members took advantage of professional development opportunities and attended the Fall 2020 Virtual WASFAA Conference. Team members benefited from sessions that addressed questions regarding CARES Act reporting, Return of Title IV (R2T4) Waiver requirements, 2021-22 school year verification guidelines and more. Learning that it was a requirement to implement R2T4 waivers due to COVID for eligible students, a process was set up to find eligible students from Spring 2020. Twenty-one Financial Aid Satisfactory Academic Progress Appeals were reviewed for students for Spring 2021. The FISAP reporting for funds for 21-22 was completed and submitted to the Dept of Education Support was given to FEC (Financial Empowerment Fund) for their soft launch for Gateway employees within the city of Racine for financial counseling. Disbursement of the remaining \$224,606 was completed and all Direct to Student HEERF (CARES Act) funding has been disbursed.

Student Accounts

Student Accounts has officially implemented the Student Responsibility Agreement. A Student Responsibility Agreement is an agreement between the college and the student regarding their financial obligation to the college. The Student Responsibility Agreement provides relevant information about official institutional policies and contractually binds students to the policies. Students will accept the agreement once per fiscal year. Over the past 5 months, Student Accounts has processed 113 HOPE Initiative compensation stipends for the participants that have successfully completed 50% of their training through the SCJohnson HOPE grant.

Academic Advising

Academic Advisors have updated Advise (retention CRM) dashboards that indicate Spring admitted not enrolled in classes, allowing for direct, personal connections. Advisors have set aside a combined 45 hours a week to engage in outreach activities to all their students not enrolled. Peer Advisors are now utilizing Advise and have a dashboard set up to indicate which students were admitted this Fall but are currently not enrolled in classes this Spring. The Peer Advisors have a combined 40 hours a week of outreach activities to this population of students - with over 1,200 personal connections. Our new Academic Advising website now has been updated to reflect our new 10to8 scheduling options - www.gtc/advising. This

system allows students to schedule an appointment online 24/7 with their advisor. Advising is participating in a Educause Taxonomy grant project where we are able to dream out loud, regarding all the features we would like Advise to include. Advising has partnered with New Student Specialists and Registrar to develop more streamlined messaging to our course takers along with an FAQ that will help guide and direct our students that are not pursuing a program but taking individual courses.

Career & Employment Services (CES)

Sneak Peek Advanced Manufacturing Career Event - 7 candidates from the Academy for Advanced Manufacturing certificate program participated in a small scale career event with some of our employer partners. Amazon, Badger Meter, and Advanced Technology Services participated in interviewing these students for highly skilled opportunities. Students participated in classroom workshops on interviewing and resume writing in preparation for the event. CES staff worked with Business Workforce Solutions faculty and staff to put this event together. Design Your Future virtual admission workshops for undecided prospects were held in partnership with Admissions. Several virtual classroom presentations on career and employment topics were delivered, as well as the CES mainstay services of career counseling for explorers, job search preparation, and employer connections continue to be delivered virtually. The Career and Employment Services 10-Day Handshake Profile Challenge that ended Nov 4, helped students upgrade their Handshake profile and increase views from prospective employers — boosting chances of landing a job. There were 95 new students who activated their account and 26 who uploaded a resume for the first time. 3 winners were awarded gift cards.

Express Services

Express Services made over 3,700 calls to remind students about their priority registration date. They are now assisting the Registrar's Office with fulfilling transcript requests and have scheduled over 100 pre-registered students for the upcoming Fast Track Enrollment event.

High School Partnerships

On November 11th HS Partnerships hosted a virtual counselor lunch with over 50 attendees. Topics included: updates at Gateway including the Red hawk return plan and facility safety, transforming delivery in a pandemic and the road to student success, Criminal Justice program highlights, Gateway Promise NSS updates, dual credit and high school academies. May 15th will be the next deadline for the 2021/2022 Fall Academy applications. November 18th we held a virtual HS Articulation event with a focus to sign new dual credit agreements for the 2021-2022 school year. We had approximately 70 people in attendance including Gateway staff to talk about their programs. HS Partnerships is wrapping up Fall 2020 registrations & final contracts and are preparing for Spring 2021 dual credit registrations.

LEARNING SUCCESS

NTO & Step UP

The NTO Program Student Support Specialist collaborated with the Learning Success Nursing Coach to host the 2nd Annual Males In Nursing: Roundtable

Discussion virtually. The event gave male nursing students the opportunity to discuss the experiences, challenges, and benefits of working in the nursing field with males who currently work or have worked as nurses or in a related field. The panelists consisted of male Gateway Nursing Instructors, Nursing Department Staff, and Gateways Mentoring Program Coordinators (to promote the mentoring initiative for males in nursing).

The Student Support Specialist attended the Achieving The Dream: Student Parent Success Summit. The summit was based on community college women's success in partnership with the Biden foundation which was designed to lift up female student parents' voices. As a result of attending this summit, the Step Up Program Support Specialist plans to start a Single & Student Parent support focus group, a Two-Generation (2Gen) Approach (focuses on students and their child/ren), and gainful employment partnerships.

In addition, a student currently in the Step Up Program recently participated in the First Annual First in the Family panel discussion event.

Library Resource Center

Libraries remain open to support students Monday - Thursday: 9am - 6pm; Friday: 9am - 1pm. Many services continue to be provided virtually. The virtual environment has allowed our librarians the opportunity to attend more School of Health faculty meetings to learn more about what program needs are, what challenges they are facing, and how the Library Services team can support them.

Librarians hosted a virtual Student Success Series workshop via Zoom to assist students in need of help with citations as we get into the paper writing time of the semester.

The library has partnered with the Office of Diversity, Equity, and Inclusion to create and organize a DEI Book Club called "Between the Lines: A Diversity, Equity and Inclusion Book Club". The first title selected is *One Person, No Vote* by Carol Anderson.

Elizabeth Kennedy, a Library Technician on the Racine Campus, continues to support the college's Diversity 365 efforts by creating LibGuides so that students and staff can utilize resources to learn more.

https://libguides.gtc.edu/Native_American_Heritage_Month

Testing Services

Are you open? After the end of Fall classes, Testing Service often gets asked if we are still open and available. The answer is yes! Testing Services continues to offer appointments both virtually via Zoom and on campus throughout December until winter break. We will then be back on January 4th and are excited to start the New Year with our students! All testing is by appointment only and we encourage students to contact us with any questions (testingservices@gtc.edu).

BUSINESS & WORKFORCE SOLUTIONS

Academies of Racine

RUSD virtually welcomed more than 1,200 freshman students to the 6th annual 'SEE Your Future Expo' on November 10th. While this year's event looked completely different from past years, participating freshmen continued to receive an excellent experience of engaging dialogue with community and business partners from around Racine. The 'SEE Your Future Expo' allows students to meet and talk with local employers about opportunities available to them after high school, what kind of skills are needed for a particular job and forges a relevant link between what the students are learning in school and future career opportunities. This event not only builds a foundation for students, but it has a tremendous impact on our community as we continue to grow our partnerships with the Racine business community.

Gateway Technical College is the Convening Organization for the Academies of Racine in RUSD. Our Manager of Business Partnerships, Sarah Kapellusch, put a call out to businesses to create a 3-5 minute career awareness video on their profession. We gave them a list of questions from the freshman seminar teachers and a deadline of Oct 15th and THEY DELIVERED! Over 50 videos, found here: <https://www.rusd.org/district/2020-career-videos>

The second "call to action" was to register for (2) 30 minute panel discussions with the students, live via zoom on November 10th. We had the 1200 students in the 5 high schools (Case, Horlick, Park, REAL, & Walden) split into 30 simultaneously running zooms at 8:45am and again at 10:15am. Each zoom session had a topic and was moderated by the RUSD teacher for their cohorts of students. Each panel had 2-3 professionals and 30-50 students in each of the zooms. We had 98 professionals from 37 organizations that registered! Those 98 professionals filled 158 'seats' on the panels.

This is a list of businesses that participated:

Advocate Aurora Health	AmeriCorps at Racine Zoo	Aramark
Ascension All Saints	Badger Meter	Carthage College
Children's WI	Educators Credit Union	UW Extension Racine County
Federal Aviation Administration (FAA)	Felle & Associates	Gateway Technical College
Goodwill Industries of Southeastern WI	Goodwill TalentBridge	Higher Expectations of Racine County
Image Management	Mauser Packaging Solutions	Modine Manufacturing Company

Mount Pleasant Police Department	Nelson Bros & Strom Co	North Central States Regional Council of Carpenters
Plastic Parts, Inc	Polaris Talent Inc	Racine Art Museum
Racine Journal Times	Racine Metal-Fab	Racine Police Department
Racine Unified School District	Riley Construction	SC Johnson
Sheet Metal Workers Local	Twenty Twenty Family Vision	United Way of Racine County
WALBEC Group	Wisconsin Construction Craft Laborers	WI Department of Natural Resources
WRTP/Big Step		

We are extending a heart-felt THANK YOU for your dedication to these students in their high school journey! The contribution of your time and talent made this event possible. Even with some technical difficulties WE MADE IT THROUGH!



The department completed the last class of the Telecommunications Consortium WAT grant on November 6, 2020. Adjunct instructor Randy Reusser instructed several students to earn their BICSI IN250 Installer Level II fiber certification. These high level credentials help companies obtain more contracts, their employees to earn more money, and advance their careers. We observed all social distancing and mask requirements to keep our students and staff safe. All the students in the class were from Heartland Business Systems (HBS), a long time client and supporter of BWS and Gateway Technical College.



REECC (Ellsworth) CNC Certificate

Once the pandemic hit, the Wisconsin Department of Corrections, closed their doors to outside visitors and work releases across the system. At the time, the BWS team was most of the way through an Ellsworth CNC certification program which was then placed on hold. Less than 100 hours of instruction remained, with run time being the largest component.

Once everyone recognized the shutdowns were going to last a while, Robin Widmar and Neil Petersen proactively developed and offered a way to complete Ellsworth's CNC certificate program virtually. This was new to the facility, so our BWS team made sure they procured the correct equipment and also provided direction on how to set up everything. Additionally, BWS supplied CNC simulators to the facility and

ensured the students could connect via Zoom. Then, Neil also created additional pre-work and refresher training for the students.

Long story short, the students completed and earned their certifications at the end of October, one year after the program started. This cohort included 2 Early Release Program individuals, one of whom released at 8am on Tuesday, November 3rd and went to an interview at 9:30am. She was hired and started her CNC position Monday, November 9th. Congratulations to all!

Fast Forward- Racine County grant is on track to conclude December 2020 and training is all completed. Final report is being finished up and will be submitted to the state for final approval. The City of Racine grant has been extended to June 2021 and additional training is scheduled for January 2021.

HOPE Initiative

Seven students completed CNC training and have earned the CNC Operator Certificate. Mock interviews took place both virtually and in person on Wednesday, November 25th. Interviewing virtually was a first for many students. Two students complete the Industry 4.0 training the week of November 25th, they are working on resumes and job searches.

Congratulations 2020 Metallica Scholars

On November 17th, a virtual completion ceremony was held for 14 Metallica Scholars. The completion ceremony was held in a large bay area of the SC Johnson iMET Center, with students social distancing and their family in cars in the parking lot, listening to the live broadcast on a dedicated radio channel and watching a livestream of the event projected on the side of a Gateway semi-truck from the CDL program. It was a wonderful celebration highlighting the 21-weeks students have been taking classes. They have earned the CNC Operator Certificate and many additional industry recognized certifications very close to completing the Technical Diploma. After review of the budget, students have a unique opportunity to complete additional classes that will start in December and end early next year. When these courses are completed, only a few general education classes remain to complete the Technical Diploma and students are planning on taking those in the spring and summer sessions of 2021.



Gateway Industrial Design Fab Lab

In November the Fab Lab assisted the 2020 Metallica Scholars to obtain their NC3 Certification in Dremel Idea Builder, the Fab Lab engraved bottles, finalized the class's commemorative guitar, and designed and fabricated keychains, trophies and plaques for the completion ceremony.

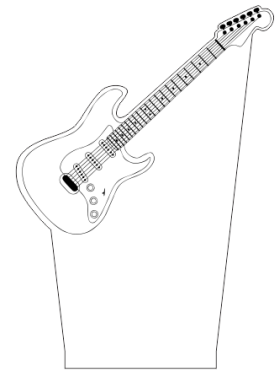


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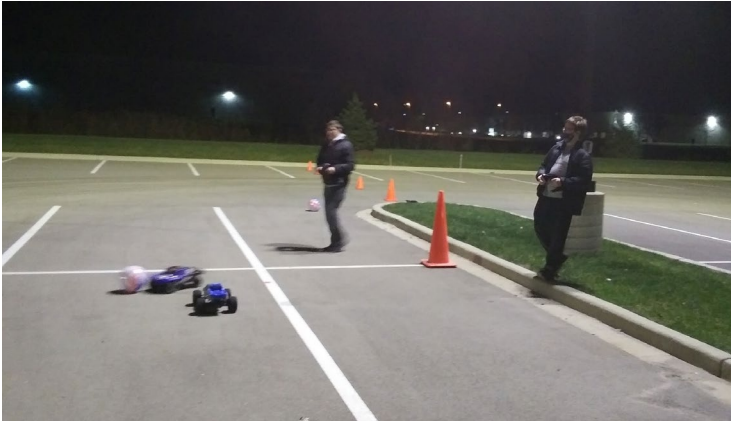


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The Fab Lab continued collaborating with partners online this month with a Design Challenge involving Elk Grove High School's GETA Classes from Sacramento, California. Also joining the sessions were instructors from Arlington High School in Arlington, Tennessee, and R.E.A.L. School from Sturtevant, Wisconsin.





The Fab Lab continued its "Design and 3D Print Your Own Lightsaber Online" sessions with the Racine Public Library, and held an RC Workshop with Racine County 4H, in affiliation with University of Wisconsin-Madison.

The Fab Lab welcomed students from the S.C. Johnson HOPE Mechanical Maintenance program, by providing NC3 Certifications in Dremel Idea Builder, and in facilitating a rubber band car project. The project allowed students to explore advanced manufacturing and digital fabrication in the Fab Lab, as they honed their problem solving skills.



Monthly BWS Webinar

In their monthly webinar, Liz Oplatka and Jamie Rauth welcomed Kenosha County Health Officer/Director Jen Freiheit, PhD, MCHES to discuss COVID's impact on local businesses and help viewers sort out the on-slaught of current COVID information.

Excel for Blind and Visually Impaired

BWS instructor Arlene Roche is training industries for the Blind and Visually Impaired (IBVI) employees via Zoom. The students hear Arlene's voice in one ear and a text-to-speech automated voice in the other ear which reads what is on the screen and on Arlene's handouts.

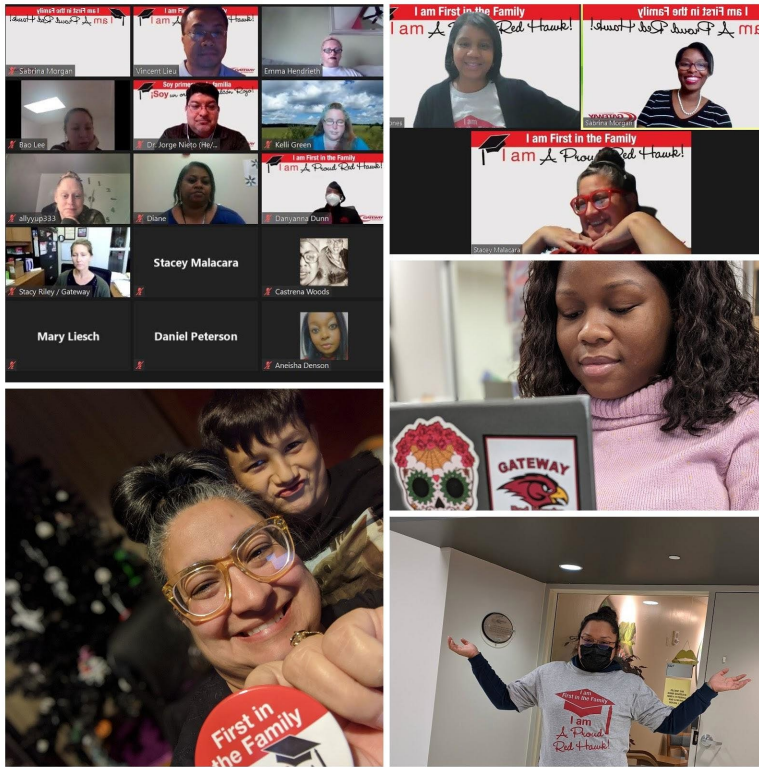
OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)

The week of Nov. 8 to 13th was First in the Family (FIF) Week at Gateway and the Office of Diversity, Equity, Inclusion was happy to partner with the First in the Family Committee on all the exciting activities. The committee wanted to celebrate and share success stories from both students and staff who are the first in their family to attend college!

This year due to the pandemic each event was held virtually and catered to the Gateway community. The FIF events included an engaging panel discussion, financial literacy to first generation recruitment workshops. Proud to be First was a virtual panel discussion that featured staff, alumni and a student that shared about their collegiate and personal experiences as being first in the family.

The FIF Committee hosted two financial literacy events which were well attended by students as they were able to learn about money management. Finally the recruitment workshops led by our New Student Specialist team focused on the benefits of a technical education and navigating the admission process as a First Generation student. All of the events were highlighted on the Diversity 365 web page in addition to our Kickoff video which featured first gens; Jesus Aranda (Promise Student), Shayna Griffin (Gateway Alumni), Emma Hendrieth (staff). The First in the Family Committee is looking forward to hosting more events throughout the academic year! Gateway's First and the Family activities were also recognized on a national level through NASPA, see links below.

[First in the Family - Library Guide & Zoom Background](#)
[Gateway Technical College - First Generation College Celebration](#)
[2020 Institutional First in the Family Recognition](#)



Disability Support Services - Submitted by: Elizabeth Gridley

During these unprecedented times, Disability Support Services (DSS) has taken the opportunity to reexamine how they provide services to students with disabilities. They shifted from working with students from a certain campus to a college wide approach. Instructors and Specialists are available daily, either virtually or on campus, to provide comprehensive services and case management to anyone who contacts them. Comprehensive and confidential notes are kept in the Accommodate software program so anyone working with a student knows what has been discussed and done currently and in the past.

The Disability Support Services team have been offering face to face and virtual opportunities for intake meetings, troubleshooting sessions, test proctoring and general “check in” meetings with students, parents, Instructors and staff. New forms were developed to streamline their processes and make them available to view from wherever they are working. Zoom appointments are available Monday through Friday, with day and evening openings.

DSS Workgroups have continued to meet and work on current and new projects with a focus on offering fair, equitable services to students with disabilities and the college as a whole. The DSS specialist participated in two "Explore Gateway" events on November 17th in Racine and November 19th in Elkhorn. The DSS specialist also participated in two "1st Generation Workshops" for high school students on Nov. 11th and adult students on Nov. 12th. The DSS specialist - Dan Peterson also has participated in several virtual high school classroom visits in collaboration with the New Student Specialists to provide students with information about Learning Success and DSS support services.