



## **GATEWAY AS A LEADER**

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

The New Student Specialist team spent the majority of the month of November continuing to meet with students on campus and at our local high schools to assist students in completing their application processes. They hosted several Get Ready Application Workshops on campus as well as a High School Visit Day at the Racine campus where over 85 students came to tour the facilities. They also hosted a visit from Richmond-Burton High School in Illinois to continue to develop our relationships with our partner schools in northern Illinois. They participated in two online WEF (Wisconsin Education Fair) fairs, as well the See Your Future online expo, and did college presentations at the online Lincoln Middle School Career Day event. The largest event they hosted was the Adult Learner Fair at the Kenosha Campus. An NSS was also in attendance at the WSCA conference to give Gateway information to high school counselors from all over the state.

## **ACADEMIC AND CAMPUS AFFAIRS**

### **Academic Operations**

Year round scheduling is underway for the 2022/2023 academic year. Academic Operations has been working closely with PE to help coordinate the information listed on the 2022/2023 curriculum sheets. Meeting and Event requests continue to be on the rise for both internal and external use of Gateway facilities. Effective Jan. 3, 2022 class, lab, meeting and event space capacities will return to pre pandemic numbers.

Gateway bookstores are prepping textbook orders and stock for the Spring semester.

### **Kenosha Campus**

Some exterior column and sidewalk repair is taking place on the Kenosha campus. The Refrigeration Lab will begin it's remodel/construction in Jan. A temporary location has been assigned to the HVAC program for the Spring 22 term. Exhaust pump work will begin in December on the diesel bay. The LEA Simulator Center (Foundation building) should be completed by the end of the month.

### **Racine Campus**

The Lincoln Center for Health Careers is on schedule to open in Spring 2022. Planning meetings for the Spring 2022 Racine Campus Fire Suppression have been scheduled.

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

We hosted the SE Workforce Development Board Partners Meeting at the IMET Center on 11/17/2021.

The Promise/STEM Scholars team conducted high school visits in partnership with the NSS and Academic Advising teams.

School faculty are in the process of delivering program flyers to area businesses and community agencies.

### **School of Liberal Arts and Sciences (formerly General Studies Division)**

The Phi Theta Kappa induction ceremony was held on November 16, 2021. This was the first induction ceremony since November 2019. We have added 95 new members since our last induction ceremony in November 2019.

At the induction ceremony, seven students were able to attend physically and were inducted into our local chapter-Alpha Xi Iota. The inductees came to celebrate with their families. Dr. Nieto was the guest speaker for the ceremony. The induction ceremony took place at the Michigan room on the Racine campus. Everyone enjoyed the ceremony - and were glad to have been able to participate in person. Below are some pictures from the ceremony:



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

The accounting program is partnering with the WI Department of Revenue's (DOR) 'Gateway to Audit' program (the Gateway in this title does not refer to GTC). The program allows students the opportunity to get a job working for the DOR. Selected students work at the DOR downtown Milwaukee office and are paid employees learning different aspects of revenue work. They can work either full or part time and qualify for the state benefits package. The DOR pays their tuition to obtain their bachelor's degree while working for the department. Students are granted work hours each week to complete classwork while in paid status. Upon graduating, students are offered auditing positions but are not obligated to continue their work for the Department of Revenue. Students that are not interested in going on for a Bachelor's degree will also learn about the revenue agent program and be eligible for revenue agent positions upon graduation with their Associate's degree. The application begins in January and selected students will start working for WI DOR in May.

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

The building trades students are working on a habitat home at 1124 David Street in Racine. Mike Summers worked with Racine Habitat to make this his class project. This activity is providing them with real world experience and also showing how their work will help a family gain housing.

The Academy of Advanced Manufacturing held their reverse job fair on Wednesday, December 1, 2021 with 14 companies attending.

Gateway Technical College hosted Dutton Welding & Millwright Services. Employees spoke to section members and students about career opportunities within their company. This information was published in December issues of the American Welding Society's Welding Journal. Presenters: Aaron Schreiber, vice chair, Christopher Carlson, senior machinist/quality control manager and Tim Esser, project manager, Dutton Welding & Millwright Services.



RACINE-KENOSHA — Members and meeting guests are seen at Gateway Technical College.

## **School of Protective and Human Services**

### **Barber /Cosmetology Program:**

On Wednesday, November 10th, the Barber/Cosmetology program at all three salon locations (The Vue on Five, Racine, the Cut, Burlington and the Barber Studio in Kenosha) hosted the annual Veterans Cut-A-Thon. Complimentary haircuts were given to the public in hopes to collect a small donation for Gateways Veterans Club of America. They were able to raise \$444 and their students enjoyed the event so much that they are talking about how they can't wait for the next one! Thank you to everyone who helped organize this event, and to everyone who came in to help make it a success!

### **Human Services Program:**

On November 5, 2021, the Human Services program in collaboration with the Hope Council and Community Impact Programs hosted over seventy-five guests at the twelfth annual *Help and Hope Conference on Substance Use Disorders* on the Racine campus. Guests attended ten different sessions with eight different speakers on substance use disorders. The Help & Hope Conference assists professionals and paraprofessionals who work with families and individuals for whom substance use disorders are a concern. This affordable conference brings together experts in the field of alcohol and other drug addiction to provide fresh perspectives on how to serve children and families who suffer the effects of substance use disorders. Executive Vice President/Provost, Zina Haywood welcomed the attendees and Ms.

Karen Draper, welcome center associate and Humans Services Program graduate, shared a few words before introducing the Keynote speaker.

### **Fire & EMS Programs:**

On November 17th, Fire and EMS Program students served and had dinner with Fire Chiefs at the annual Tri-County Fire Chief's Dinner at Burlington High School. This offered an opportunity for students to network with potential employers.

### **Law Enforcement Academy:**

Mark your calendar for December 23, 2021, 10:00 o'clock A.M., for the Law Enforcement Academy Graduation Ceremony. This event will be held at UW Parkside Cinema, 900 Wood Road, Kenosha , WI 53144. RSVP not required. Masks are required.

### **Horticulture Program:**

November 18, 2021 students from horticulture and arboriculture volunteered at Bose Elementary School to install a landscape to highlight their new school sign! The department was approached by David & Marilyn Lauer about the project connection. They kindly donated the sign in memory of their daughter who they lost years ago to ovarian cancer. They live just across the street from the school and still maintain a deep connection with it.

Students in the Landscape Design class, taught by adjunct Tracy Hankwitz, quickly came up with a design incorporating Emily's favorite color - yellow. They made contact with David as the client to let him know that plant material would be sourced from Swartz Nursery just up the road. Then, under the guidance of Gerrit Tichelaar, our new horticulture instructor, planting happened. We had six awesome students volunteer their time. The sight was prepped, layed out, and planted in just under two hours.

At 11:30am, Mrs. Friedrich's 2nd grade class came out to help put on the finishing touches and plant some daffodil bulbs that will bloom this coming spring. We had a chance to explore planting and being plant scientists with the students. Afterward many of them decided they want to be plant scientists too!

The 3rd Annual Poinsettia Fundraiser was hosted by the horticulture students from November 17th -30th. Interested parties could purchase online and pick up their plants by December 8th at either of two locations. Students said that Poinsettias make a great host/hostess gift and are a great way to do a little holiday decorating.

## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Community and Government Relations**

Each month the CGR division has been hosting a "Facts and Snacks" event. This is a time for us to learn about a specific or program at the college and to find ways to partner with them. This past month we learned from the Employment Services area and we learned quite a bit about the services that the college offers our students.

We continue to be involved in community organizations such as the United Way of Racine County, United Way of Kenosha County, the Boys and Girls club as well as a

number of us attended the recent holiday event through KABA and the WCEDA annual luncheon.

Facility projects continue to keep the division busy as we work with the staff on creating the Gateway Experience in these newly remodeled spaces.

Campus signage is important in creating an image for the college and ensuring that people are able to find where they are going on campuses. We just recently replaced all of the large outdoor digital signs with new signs that allow us to upgrade our messages to the community through photos and videos.

The Center for Sustainability continues to work on the development of new programming and we are continuing to see an increase in visitors to the CSL. These visitors are Gateway staff that are completing their Gateway Journey as well as school groups and girl scout troops.

### **Foundation**

Our heartfelt gratitude to the more than 300 donors who help change the lives of Gateway students – forever.

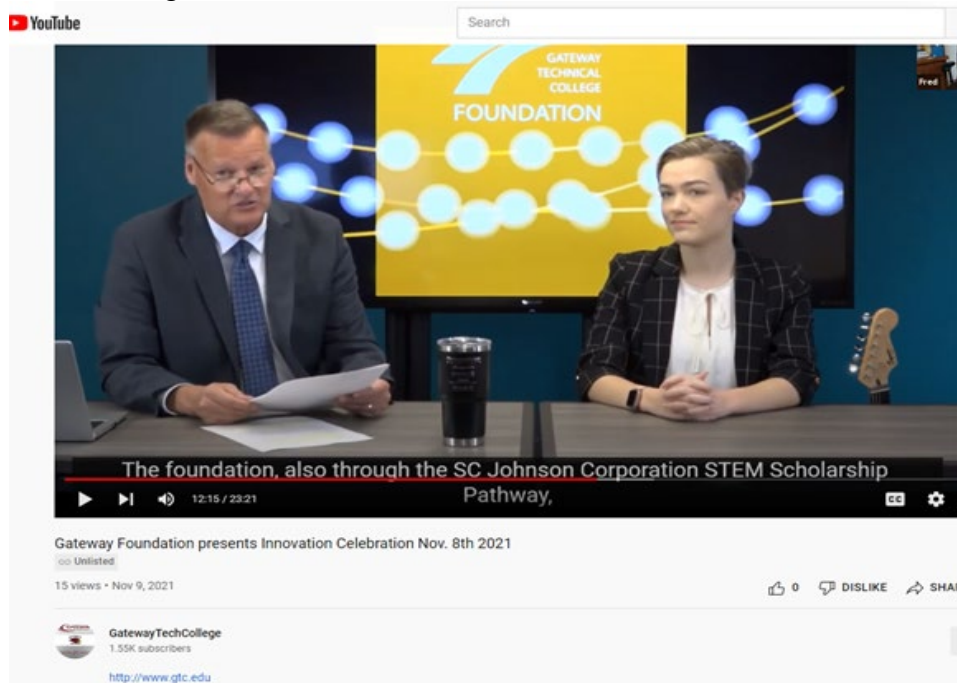
As of November 30, 2021, the Foundation has raised more than \$412,065. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni) and organizations (including businesses, foundations, and service clubs). Donors have contributed to areas such as the mission of the 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 following organization donors for their support of Gateway students through the Foundation:

- Centrisys Corporation (\$4,500) for the Short Term Training Fund
- Crawford Tree & Landscape (\$1,000) for the Perry Crawford III “Preserving the Urban Forest”
- Johnson Financial Group (\$2,500) for the Gateway Foundation Presents: Innovation Celebration
- Partners in Design Architects, Inc. (\$2,500) for the Gateway Foundation Presents: Innovation Celebration
- Potpourri Garden Club (\$1,000) for the Potpourri Garden Club Scholarship Fund
- Randall & Pobar, LLC (\$1,000) for the Gateway Foundation Presents: Innovation Celebration
- Snap-on, Incorporated (\$5,000) for the Gateway Foundation Presents: Innovation Celebration

Because of the generosity of our donors, a total of 17 students have been assisted with more than \$5,000 for tuition, fees, books, rent, food, utilities, and transportation to help them stay in school through the Student Emergency Grants.

This year, Gateway Foundation Presents: Innovation Celebration took the form of an online auction of uniquely Gateway experiences with a live kick-off to the auction. The auction started at 1:10 pm on Monday, November 8, and concluded at 1:10 pm on Wednesday, November 10. The event netted more than \$15,000 for Gateway

students. A highlight of the kick-off was a “newscast” by Gateway Technical College President/CEO Bryan Albrecht and Wisconsin Technical College System Student Trustee Megan Bahr.



Gateway Foundation celebrated Giving Tuesday on Tuesday, November 30, by thanking current and future donors via social media platforms and telephone calls to some of its lead donors.





## Marketing

Spring semester push campaign is underway, continuing the Your Future. Our Priority 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 week in November. A campaign is also underway to promote the upcoming Fast Track events 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 to begin promotion of Gateway's new Liberal Arts AA/AS programs. Web pages are live for the [Associate of Arts](#) and [Associate of Science](#) as we have begun [outreach to high school seniors](#) about the opportunity.

Marketing has begun to promote the Gateway Promise to graduating seniors. A full campaign will begin in January and continue through to the application deadline.

## WGTD

A cornerstone of the radio station's coverage of the Kyle Rittenhouse trial was a nightly podcast produced and hosted by WGTD's Troy McDonald. Episodes featured trial developments and analysis from long-time Kenosha criminal defense attorney Robert Sfasciotti. The five-minute-long podcast also aired as a morning-drive segment on WGTD FM. Occasional audio bites were included in newscast coverage. We viewed the initiative as a tremendous success. Each episode drew between 3,000 to 4,000 listeners, with the overwhelming majority listening to entire files. Altogether, nearly 50,000 'listens' were recorded. 12% of the audience came from California, with 6% of podcast subscribers calling Wisconsin home.

## **ENROLLMENT**

Fall enrollment is holding at -2.2% with an increase in unique students being served. Spring enrollment is underway and is currently positive +3.2% with an increase in unique students being served of +6.6% or 212 additional students compared to this time last year. Year-to-date enrollment, including summer, fall, and spring is positive +1.2% serving 694 more students than this time last year.

## **FINANCE, ADMINISTRATION**

### **Joint Review Board Representation**

Sharon Johnson represented the Gateway Technical College at these recent Joint Review Board meetings for municipalities located within the Gateway Technical College District: Village of Waterford, Village of Sharon, Village of Union Grove and the Village of Sturtevant.

### **WGFOA Winter Conference**

Sharon Johnson participated in the WGFOA Winter Conference via virtual format. Highlights of the conference include: sessions on ARPA accounting best practices, Wisconsin bond accounting, the unclaimed property process and several audit firms shared their perspective on the pros and cons of virtual audits.

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

Budget development week for FY2022-23 kicked off on December 7th and runs through December 14th. The meetings are once again being held virtually via zoom 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 2022 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, 2021 and January, 2022. At the end of the month, a review on grant spending, activity progress and revisions will be completed as needed. The team continues to support the College with grant financial support.

## **HUMAN RESOURCES**

On November 8<sup>th</sup> Jacqueline Morris and Selina Bohn moderated the HR session at the Great Lakes Users Group Virtual Conference. Jessica Johnson also attended the conference.

November 11<sup>th</sup> Jacqueline Morris, Magan Perez, John Frost, and Kellie Johnson participated in Crucial Conversations to answer several HR related questions and concerns.

Jacqueline Morris participated in the ELC panel for Gateway to Leadership. John Frost returned HR on Campus to six locations in 2 days.



John Frost and Heather Halbach met with the Gateway to Leadership HR work group on November 24<sup>th</sup> to review their process and help clarify some current process flow.

Magan Perez has begun training with John Frost on Employee Relations topics. John Frost has been working with the Strategic Program Development Committee to review potential new programs.

Magan Perez and Kellie Johnson rolled out the Engage by Cell – Voluntary Attestation Platform on November 9<sup>th</sup>.

Magan Perez and Kellie Johnson continue to participate in multiple OSHA ETS Mandate webinars to understand what the mandate includes, if we are subject to the mandate, and to plan the college's next steps.

## **INSTITUTIONAL EFFECTIVENESS**

We have launched two committees in partnership with UW-Parkside to implement the Liberal Arts transfer degrees. Our Collaboration Team of student services and marketing representatives will be aligning the processes of our institutions so students can seamlessly transfer from Gateway to Parkside. Our Program Advisory Committee of faculty, registrars, and academic leaders is designing pathways into specific program areas at Parkside to ensure students choose courses for maximum benefit in their programs.

### **Employee Learning**

Although travel was limited this year, that did not prevent our staff from participating in professional development opportunities. Employee Learning supported 168 staff members that took advantage of virtual conferences. NISOD, a member organization committed to promoting and celebrating excellence in teaching, learning, and leadership at community and technical colleges that is well known for their outstanding conference content, offered an institutional registration option for its two virtual conferences this year. This allowed all staff, including adjunct instructors, to take advantage of the conference and provided access to all the session recordings for those unable to attend the live sessions until October of 2022.

### **Pathways and Program Effectiveness**

The District Curriculum Committee held its annual process meeting on 11/10/21. Committee members received updates on new programs in development, previewed the new Liberal Arts – Associate of Arts and Liberal Arts – Associate of Science curriculum, and identified potential impacts to technical diplomas based on changes to financial aid calculations. The committee also approved a process to allow programs to remove discipline-specific orientation courses that are now seen as duplicative based on the introduction of Gateway to Success, and updated the college's current process for associate degree programs to demonstrate computer and digital literacy. The committee will meet again in spring 2022 to review evidence-based curriculum modification applications for the 2023-24 academic year. The Student Learning Assessment Committee held its second meeting of the academic year on 11/17/21. After receiving an update on the current state of assessment at the college including co-curricular assessment, the committee

worked in small groups to identify strategies to advance the role of committee members as assessment ambassadors as well as additional resources or training needed to feel comfortable serving in an ambassador role. Based on feedback received, an assessment text has been selected for all members of the committee to read before the next meeting in February to ensure all members have a common understanding of assessment principles. Committee members are also encouraged to engage in a variety of activities as they work through the text, including lunch hour Zoom discussions.

The new program approval application for the proposed Medical Laboratory Technician associate degree has been submitted to WTCS for review at the 1/18/22 WTCS Board meeting. During an ad hoc advisory committee meeting on 10/13/21, local employers eagerly endorsed the new program and continued to reiterate a strong need for medical laboratory technicians in Gateway's district. Upon approval, program components will be finalized in February 2022 and the program will be open for applications, with the first cohort starting in fall 2022.

### **Title III**

The Road to Student Success, Title III Grant, is preparing the end of fiscal year report for the Department of Education. Anlar, LLC. provided their plan for external evaluation of the grant activities, progress on the outcomes, and recommendations as we move towards the September 2025 completion, providing a year end report each November. Faculty Advising will launch modifications to the practice in January, starting with the School of Protective and Health Services, as Ellucian Advise is programmed to deliver messaging for advisees and advisers are led through the process. Gateway to Success continues to evolve as ways to enhance the non-cognitive assessment, Smarter Measures, is used to help students identify the college services that would best support their academic needs, and for college staff to connect with students identified. Work-Based Learning is organizing the structure of our CLEWs (Collective Learning Events for Work), framing out a progressive continuum of career experiences, which staff could "plug and play" into their program as well as assist employers with their engagement in the activity.

### **Institutional Research**

The Institutional Research team welcomes Michelle Borckardt as the new Manager of Research Services. Michelle will be working with collegewide surveys, the Institutional Review Board, new program research, and other research projects.

A cross-functional team has completed the WTCS Data Governance Self-Assessment Tool. This tool assesses the college's practices for supporting data documentation/understanding, data quality, data security, and strategic data use. The team will be making recommendations to the ELC reading ongoing data governance structure and priorities for data governance work. This work is foundational for supporting effective management of data and information resources. Additionally, the Institutional Research team is working with the Learning Innovation Division to assess tools for data warehousing, which will allow us to increase data analytics capabilities.

Sean Riordan, Business Intelligence Manager, presented to the administrative staff and on the WGTD Morning Show on a report published by Emsi called the

*Demographic Drought* (<https://www.economicmodeling.com/demographic-drought/>). The report details how the United States is on the path to a sansdem--a lack of people that will impact the labor market, businesses, and colleges.

## **LEARNING INNOVATION DIVISION**

### **Information Systems**

Completed WTCS Contract Reporting.

Implemented better detection and prevention of duplicate records.

Implemented the checking of Non Coursework for Student Petitioning.

Investigated issues with Self Service Financial Management.

Review options for the future of Grant Effort Reporting.

I.S. staff continue to work with Ellucian Experience.

### **TechOps**

The NOC and Infrastructure teams are preparing the network infrastructure installations for the Racine Lincoln Center remodel. The construction phase is nearing completion and the network switches, wireless access points, phones, as well as the infrastructure required for the simulation equipment are scheduled to be installed over the coming weeks.

An upgrade to the Elkhorn Vet Tech X-Ray system was installed and our LAN Tech team was there to support the installation which reportedly went smoothly.

After several months of assessing possible solutions, GreyCastle Security has been selected as Gateway's managed security solution. This managed service will provide the College with 24X7 monitoring and response to network security issues. The service also includes a retainer for immediate response services in the event of a suspected cybersecurity incident.

### **User Experience**

The multimedia team is finalizing classroom installations on the Elkhorn campus. Their next project will be to set up the multimedia equipment in the Racine Lincoln Center remodel.

Interviews have been conducted to fill vacant Computer Support Technician and Infrastructure/Computer Technician positions in the department. These positions are anticipated to be filled in January.

The UX department is working with the Library to transition the distribution of student use equipment. Computer Techs will be responsible for reimaging the computers when they return from students.

The Distance Learning Team has been busy archiving course shells from 2019. The team has also been working on various integrations into Blackboard.

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **Admissions**

Admissions launched the application for the Associate of Arts and Associate of Science Degree. Within the first week of the application being open we received 7 applications - 3 for the Associate of Arts and 4 for the Associate of Science. 6/7 of the applications are from high school students: Harborside (2), Case (2), Elkhorn, Wilmot and Delavan-Darien. We currently have 14 submitted applications. 6 for the Associate of Arts and 8 for the Associate of Science. During the first two weeks of November the team processed 425 admissions documents while maintaining our 2-day processing service standard. The department has also developed admission applications for the college's 3 shared programs. This allows students to indicate their intent in pursuing these degrees and enhances our ability to identify, track and advise these student populations. The shared programs of Dental Hygiene and Funeral Services will utilize our petitioning process to select students who will be eligible to continue their studies at the respective partner institution.

### **Financial Aid Office (FAO)**

Student Vaccine Incentive Payments - 558 students received \$279,000 and 160 student scholarships totalling \$160,000 were awarded. The team created a process for Student Debt Relief for 2021 summer & 2021 spring using the student portion of HERF III funds. Established process to reopen Emergency Funding for students. \$500,000 was reserved to provide \$500 emergency grants to students or assist with tuition payments for 2021 fall & 2022 spring. Funds were also transmitted for Fall 2021 HEERF III Emergency Grants to 1,472 students totalling \$3,514,000.

### **Student Finance Specialists (SFS)**

SFS participated in the Adult Learning Fair supporting adult prospective students with completing the Free Application for Federal Student Aid (FAFSA). The team is scheduling FAFSA workshops in area high schools for Spring '22. The team continues to meet and support students for the upcoming Spring '22 semester. Work on the co-curricular assessment to select a process and determine how we can make improvements to better support students is underway. The team will then track and assess improvement over the remainder of the 21-22 Academic Year.

### **Student Accounts**

Gateway has been recognized for the 5th year as an Achieve Campus Efficiency (ACE) award winner by BankMobile Disbursements. The criteria of the ACE award include: more than 90% of all student refunds during the period of January 1 – November 1, 2021 were disbursed electronically and more than 40% of all students, regardless of financial aid eligibility, complete the refund selection process. Student Accounts is very excited to receive this award again! The award speaks to the commitment and diligent work provided to students by the Student Accounts team.

### **Academic Advising**

Academic Advisors have fully implemented their ADVISE scoring plan allowing Advisors to identify and case manage students by identified risk level. With each risk level there are strategies the Advisor can utilize to help support the success of their students. A significant amount of data was reviewed, in collaboration with our

Research and Planning manager, to develop the best scoring plan. Additionally, our Perkins Grant helped identify equity gaps with specific student populations. We are excited to utilize this data to support our students.

### **Career & Employment Services (CES)**

Jason Pruitt, Student Employment Specialist, conducted a resume and reverse career fair prep workshop for the Academy of Advanced Manufacturing Cohort. He partnered with the Higher Education Regional Alliance, Wisconsin Private College Career Consortium, Minnesota College & University Career Services Association to host the Recruiting Trends Conference hosted by Phil Gardner, Labor Economist from Michigan State University. CES held the Intro to Horticulture Resume workshop and performed ongoing engagement with employers through visits, zoom, and phone calls 84 times. The Student Employment Specialist hosted (at IMET) and also toured Good Foods Company with BWS, while developing a strategic employment plan for engagement through training and recruiting at Reverse Career Fairs. The Student Employment Specialist, presented with BWS, Bryan Albrecht, and Ray Koukari (emphasis on Welding - Ben McFarland & Advanced Manufacturing - Justin Steffen) on the Hidden Innovation Project for Rutgers University. CES served career exploring prospects and community members at the Adult Learning Fair on Kenosha campus, Steve Wilkes, Career Counselor, coordinated a tour for Lynch to see the Horizon Center, hosted Schoeneck Containers, Inc. with BWS at the Elkhorn Campus to see manufacturing labs and discuss customized training and presented to Community and Gov't Relations Division on CES services and collaborations.

### **Express Services**

The Contact Center Associates have settled into their new space in the Kenosha Science Building. This brings them closer to their colleagues in the Student Service Center and provides a more updated and unified workspace.

### **High School Partnerships**

Kim Enright, Dual Credit Registration Associate, has been processing Start College Now applications & assisting students with class registrations for Spring 2022. Kim met a few students who are on track to earn their Associates Degree in Spring 2022 from taking Start College Now classes. Students also are receiving their dual credit t-shirts from Fall 2021. November 10th we welcomed Melissa Earnest, Gateway's Dual Credit Specialist working on the VOICE Grant. She has been distributing backpacks to all the high school academy students and working on getting all students registered for Spring 2022. Katie Graf, Director of High School Partnerships, presented at the Gateway Board meeting and highlighted Badger High School. Katie Graf is also working closely with the Nursing Assistant Department to schedule contracted Nursing Assistant classes for Spring 2022. Mary Blue, Virtual Learning Specialist, is finalizing all VanGuard Spring 2022 classes. Sam Duczak, Dual Credit Manager, has been processing VOICE mini grants, up to \$5,000 mini grants for dual credit teachers to ensure their dual credit classes are resilient. Mary Appenzeller, High School Partnerships Associate, is processing 111 Youth Apprenticeship applications from 9 local high schools.

## **LEARNING SUCCESS**

### **NTO & Step UP**

The NTO & Step Up program participated in the Women In Manufacturing Day event where current and potential students had the opportunity to learn about the need for females in the manufacturing field. The event provided a current student's experience, an exploration of manufacturing programs offered, and a hands-on manufacturing experience.



This fall the NTO & Step Up program hosted the G-Boutique pop up shopping event where students came and shopped for professional (interview attire) clothing. The event was held on the Racine campus in the Multicultural Resource Center. Thanks to the donations of Gateway staff/faculty and community members, the students were able to receive several pieces of clothing that will help build their confidence to make a great first impression.



### **Library Resource Center**

The Library has brought back Fuel Up for Finals this semester for the week of December 6th. Although the week will lack the service dogs that were welcomed before the pandemic, the Libraries will offer snacks, stress relief options, and library help for students visiting the libraries the final week of the semester.

Librarians continue to provide library instruction in-person and online, via Zoom to meet student and faculty needs as they prepare end of the semester papers and projects.

Gateway Librarians are researching and consulting with other WTCS institution libraries in regard to what the approval of the AA/AS degrees means for collection development and resources offered by the libraries, along with how our collection development policy and practices may need to be modified.

Starting with the Spring 2022 semester, the libraries will be taking over the lead role (while continuing to partner with the Gateway IT team) in distribution of technology to students. The funding for the circulation of these items comes through the HEERF funds and continues to make a difference for students while they navigate their educational experience with Gateway during the pandemic. Some of the processes have been simplified and the libraries have readied the physical space to prepare for holding more equipment for distribution at the start of the semester.

Lee Wagner, Kenosha Campus Librarian, served on the planning committee for what was a very successful first time WTCS OER Symposium that happened on Friday, October 29th with 363 registered to attend. There were some excellent conversations surrounding faculty experiences, impact, faculty incentives, institutional journeys, and supporting tools for OER.

### **Testing Services**

Testing Services would like to celebrate the 192 students who have earned their GED or HSED credential in 2021 so far! These students, while perhaps not on a traditional path, have prioritized their education, earning their credential and allowing them to take the next step in either their career or educational journey. Of these 192 students, 30 of them earned their credential through the standard GED or HSED testing process. This process includes a state-required Orientation and successfully completing five exams in Language Art, Math, Science, Social Studies and Civics. The remaining 162 students earned their credential via the HSED 5.09 program. This program is a curriculum-based alternative in a classroom format. Students are able to learn from their instructor, as well as their classmates, meeting the same standards as the exam-based series. Having multiple formats to completion allows students to find the right format for their learning style and their lifestyle.

Testing Services anticipates ending 2021 with well over 200 students earning this milestone credential.

### **BUSINESS & WORKFORCE SOLUTIONS**

Gateway celebrated NAW (November 15-19) with mentoring workshops aimed toward employers and an outreach event for highschool students, parents and teachers.

The three mentoring workshops focused on leadership, communication, and skills to build a psychologically safe workplace. Thanks to a generous grant from the Expanding Community College Apprenticeship (ECCA), the workshops were offered at no cost. Participants could attend one, two or all three workshops and also received a small gift to mark the occasion.



On Thursday, November 18th, Gateway's Director of High School Partnerships, Katie Graf, and Apprenticeship Coordinator, Nicci Pagán, joined Southeastern Wisconsin Workforce Development for a "Why Apprenticeship" Zoom presentation. Targeting youth, ages 14-18, the presentation was designed to educate on the wonderful opportunities of Youth Apprenticeship and how those benefits can lead into Registered Apprenticeship.



NATIONAL  
**APPRENTICESHIP**  
 WEEK | AGES 14-18

**?**

**EVERYTHING YOU NEED TO KNOW!**  
*Students and/or parents are highly encouraged to attend.*

Listen to **YOUTH APPRENTICESHIP COORDINATORS** from Kenosha, Racine and Walworth counties talk about the importance of apprenticeship and how they see apprenticeship as a vital option into the future.

**join us!** For a FREE online ZOOM MEETING!  
 OPEN TO EVERYONE!

The event will take place:  
**Thursday, November 18, 2021 from 6:00 - 7:00pm.**  
 Click on Zoom Link to Join Meeting....  
<https://us06web.zoom.us/j/5757927965>

JOB CENTER WISCONSIN Southeastern WORKS Walworth / Racine / Kenosha A proud partner of the American Job Center network. The Southeastern Wisconsin Workforce Development Board is an Equal Opportunity Employer and Service Provider. WDB

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantee, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.

Also, through the support of the ECCA Grant, Gateway showed its enthusiasm and gratitude for apprenticeship and its supporters by distributing t-shirts to our Apprenticeship Crusaders and Gateway Apprentices. Some also shared on social media, #GatewayApprenticeship #NAW2021.

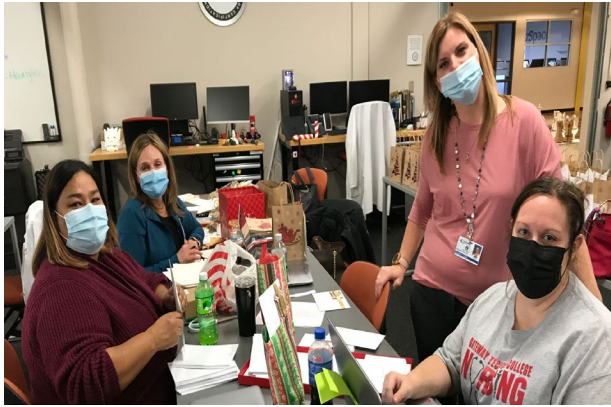




On November 8-9th Gateway hosted a team from Carl Sandburg College (Galesburg, IL). They came to visit and learn more about our Health Care programs, Dual Credit practices, and our NC3 industry partnerships in the areas of Electrical Apprenticeship, Manufacturing, and Automotive.

## Gateway Industrial Design Fab Lab

The Fab Lab continued its RC Workshops with Bridgehomeschool and also did Intro to Fab Lab with the Lambertson Homeschool Group. Both have done NC3 Certifications in both Dremel Idea Builder 3D Printing, and Dremel LR40 Laser Engraver. We look forward to lightsaber workshops next week.



Nurses in the Lab! School of Health was back to work on an engraving project. They engraved seventy two sets of bamboo coasters.



## Horlick High School

The Fab Lab facilitated the kick off of the Horlick Haribo Challenge this month. Students in the Manufacturing pathway will compete to pitch Haribo's next gummy mold. Along the way, Students will explore Manufacturing and hear from industry experts as they design and prototype their mold concept. Next the Fab Lab will assist with NC3 Certifications in Dremel Idea Builder 3D Printing.

Case High School will be piloting our first Maker Music program. The Fab Lab will assist as students create and build instruments. Instrument building is an excellent way for students to learn cross platform between disciplines, and experience engineering first hand. Final projects will involve a Presentation of the projects as well as possible performances in RUSD's Spring Concert.



Gateway Industrial Design saw not only the return to The Dr John Bryant Community Center this month (more to come) but was able to hold two Guitar Saturdays this month. Guitar Saturdays are Open Labs for instrument building enthusiasts.

## *Guitar Saturday*

November 13th 10:00 am - 2:00 pm Gateway Industrial Design Fab Lab  
S.C. Johnson iMET Center 2320 Renaissance Blvd. Sturtevant, WI.



Hang out, network, build or learn about guitar building.

Among the constant barrage of projects, Mechanical Engineering students got to experience casting this month. The Fab Lab assisted with 3D printing their positives.



The Fab Lab CNC carved the model for this year's SumoBot Dexterity challenge. Special thanks to Dr. Albrecht for agreeing to be the model. And last but not least, Adam Reed fabricated and replaced missing plates in our restroom paper towel holders. You can't even tell they weren't original. Never underestimate the little things!

## **Racine Correctional Institution**

The 12th cohort of students from the Racine Correctional Institution (RCI) began classes virtually in May of 2021. Although this was initially met with challenges, both BWS and RCI administration worked diligently and creatively to make it happen. On November 4th, all 10 students in the cohort walked across the stage in front of family and friends completing their CNC Certificate courses. The students also had many of their projects on display for everyone to see, below is a picture of the projects. The students were also able to use the Dremel 3d printers purchased by RCI and the DOC during the Summer of 2020. To date, we have graduated 114 students from the CNC program at RCI.



[https://journaltimes.com/news/local/graduating-behind-bars-men-locked-up-in-racine-correctional-institution-receive-diplomas-and-job-prospects/article\\_cb692ed3-2bdb-5ed5-9389-c69ffe510dbb.html](https://journaltimes.com/news/local/graduating-behind-bars-men-locked-up-in-racine-correctional-institution-receive-diplomas-and-job-prospects/article_cb692ed3-2bdb-5ed5-9389-c69ffe510dbb.html)

November 15th, cohort #13 at RCI started with 12 students. These students are doing great in their CNC courses and are eager to come to class each day. In addition to the CNC certificate and Applied Math course, they will also be working towards their OSHA 10, NC3 Dremel 3D printing and NC3 XsTeach Router certifications. This cohort is scheduled to be completed early Spring 2022. Gateway has been partnering with WI DOC to provide CNC instruction at RCI in an on-site mobile lab since 2015.

## **Kenosha Community Correctional Institution**

Gateway and the Kenosha Correctional Institution (KCC) started the second cohort. This one will be utilizing the Core Industry grant and giving the students an opportunity to earn the CNC certificate. The KCC students will also have an opportunity to earn their OSHA 10, Pre-Industrial Manufacturing Apprenticeship and Pre-CNC Apprenticeship credidations along with the NC3 Dremel, 3D printing, Laser Engraving and Xstech router certifications. This cohort is scheduled to complete in Spring of 2022.

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

On behalf of the [WTCS Diversity, Equity, Inclusion Committee](#) the [2021 WTCS System-wide Equity Report](#) has now been published.

The report is also available on our [WTC System Website under Publications](#) and you can also access the 2018 Equity Report and other WTCS publications. Special shoutout to Jomarie Coloriano who served along with myself on the WTCS Equity Report Workgroup.



Please let the Office of DEI know if you have any questions or feedback about the WTCS Equity report. Here are 5 things you can do with the information shared within the 2021 WTCS Equity Report

4 Things you can do:

- Discuss Equity Report with other colleagues within & outside your department
- Contribute your talents to a DEI Committee or Workgroup
- Participate in DEI professional development through Employee Learning or the Office of DEI
- Reflect on how you can make a change in our cultural climate at Gateway and get involved
- 

### **Disability Support Services**

Disability Support Services have been busy this semester serving students during test time. We served approximately 670 students in a quiet space to assure their testing needs were met.

A small workgroup was formed with members of the DSS team, along with Gateway's Director of Compliance to begin a process for a student to appeal a denied accommodation. This appeal process applies to situations where a student has actively participated in the accommodation process and the request has been denied. An accommodation will not be considered reasonable if it fundamentally alters the nature of a service or program. The DSS Department is diligent in meeting with students to review their accommodation requests ensuring those requests are in line with the documentation received. In accordance with the ADA, an Appeal Process allows a student to request services be reviewed when he or she may not be satisfied with the determination. The process begins by requesting a meeting with the DSS instructor to discuss the decision and possibly resolve it. If a resolution is not possible the student will have the right to file an appeal. If the appeal is approved, modifications are made to the accommodation request. If the appeal is not approved, the student can file a complaint at [www.gtc/eeo](http://www.gtc/eeo). Our goal to provide reasonable accommodations include modifications or adjustments to the tasks, environment, or to the way things are usually done that enable individuals with disabilities to have an equal opportunity to participate in Gateway's academic programs.

## **FACILITIES & SECURITY**

### **Facilities Projects**

With great anticipation, we have finally entered the finishing phases of our Lincoln Center redevelopment project. While the global supply chain issues have presented many challenges over the past year, we were able to work through them all to ensure we will be ready for Nursing classes to start in the new space when their equipment and the rest of the furniture arrives. In addition, the college completed column repairs on our Kenosha Campus after discovering some structural issues that could pose a potential safety concern if not addressed. Our COVID-19 mitigation project for all of our district restrooms begins on 13 December and will hopefully be completed before the start of the Spring semester. This project will enhance our efforts to combat the potential spread of COVID-19 on our campuses by making all of the dispensers and toilets touchless.

Upcoming projects continue to be coordinated and designed including the remodeling of our Refrigeration Lab and LEA simulator room that are scheduled to begin on 24 January. Parking Lots repairs in Burlington, Racine and Kenosha along with HVAC upgrades in Kenosha and the Horizon are tentatively scheduled to begin during the summer months as well.

### **Facilities Operations**

With the semester wrapping up, the facilities team is hard at work preparing for the start of the fall semester by completing minor projects throughout the district. These projects are normally ones that are unable to be completed while classes are in session and include painting, stripping/waxing floors, etc. In addition, we are also ensuring our classrooms are ready to go and have the supplies needed to assist with preventing the spread of COVID-19.

### **Safety and Security**

The college has partnered with US Compliance through a partnership with Grainger to help the college evaluate its safety policies and protocols, identify areas for improvement and assist with policy development. Their first visit with the college was on December 7th where a tour was conducted so that they could see our facilities, understand our different programs, conduct an audit and help identify our focus areas. We look forward to building this new partnership and ultimately improving our safety compliance efforts.