



GATEWAY AS A LEADER

ACADEMIC AFFAIRS (Matt Janisin)

Academic Operations

Course Section Offerings for the 2024/2025 academic year is in the final weeks of review. The Scheduling Team is working closely with Deans and Chairs to assist them with their review and ensure their course offerings and schedules meet the needs of students and better align with actual enrollment. In collaboration with the Registrar's office, Academic Operations worked to design a standardized Pre Run/Cancel Document and created a detailed role and responsibilities guide to the Schools and Programs. The goal is to make the process more efficient and a better use of everyone's time. The roll out of this process starts on 12/13/23.

Kenosha Campus

Work at the Sim House is almost complete, final installation of epoxy flooring and moveable walls/partitions are being finished. The HVAC rooftop units are in the final days of installation and should be completed in the next week or two.

The Kenosha campus has been busy hosting a variety of meetings and events. In addition to several Student Life Activities, the Veterans program hosted a Veterans Honors Event in the Academic Building Atrium on the Kenosha campus. The Culinary Program came to campus to sell pies for Thanksgiving and the Horticulture program hosted a holiday fundraiser for students, staff, and faculty to purchase locally grown poinsettias, Norfolk pine, and hand-dipped amaryllis bulbs. Disability Support Services hosted the Transition Expo on 12/12/23. And the Annual Craft Fair to raise student emergency funds took place on 12/9/23.

Horizon Center

HVAC, Parking Lot, and Classroom construction projects were completed this Fall. Final work is being completed regarding Aviation tie downs.

Racine Campus

The Racine Campus welcomed high school students from Racine Alternative Education, Park, Horlick and Case High schools. Students were able to interact with our Welding, Cosmetology, Medical Assistant and Culinary programs.

The Multicultural Resource Center hosted the Men of Color Meet and Greet.

The Fire Drill for the month was successful. The Facilities teams reported “no issues or problems in evacuating the Racine Building.

iMET Center

In the month of November, the SC Johnson iMET Center hosted visitors from the University of Melbourne, Australia. They were interested in discussing our advanced manufacturing program, seeing facilities - including our Computer Integrated Manufacturing laboratory and our utilization of digital twin technologies.

An Employer Roundtable was held at the iMET Center on November 15 with the theme “Celebrating Individuals of All Abilities.” Companies and educational partners came together to discuss opportunities to better serve this population of our community.

Seniors from Horlick High School visited the iMET center to learn about the STEM Scholars and our engineering programs.

School of Pre-College and Momentum Programs

The ELL and Momentum Programs teams presented at Horlick High School on their respective programs.

We have currently served 1071 students for the AEFLA grant. Our goal is to serve 1500 students for the academic year. ABE and ELI instructors are meeting with current students to update their Personal Education Plans and registering continuing students for the spring semester.

The Momentum Programs team is working with current students on final grade preparation and spring registration.

International Education and ELL are working together on the next Intensive English programming for the current international students enrolled in the basic certificate courses for the spring semester.

School of Health

The School of Health continues to move forward with planning for the new Respiratory Therapy Program. We are finalizing a state grant for \$200,000 to cover one of the two required positions as well as some capital equipment and supplies.

We are preparing for our high school health careers expo which will take place in Kenosha in early spring semester. We are working with careers and recruitment teams in preparation for welcoming a number of high schools to the Kenosha Campus.

We are also finalizing plans to remodel the health wing of the Elkhorn campus. The end result will add Practical Nursing to Elkhorn and also move Associate Degree Nursing from Burlington to Elkhorn. The plan also includes remodeling space for existing Nursing Assistant and Medical Assistant.

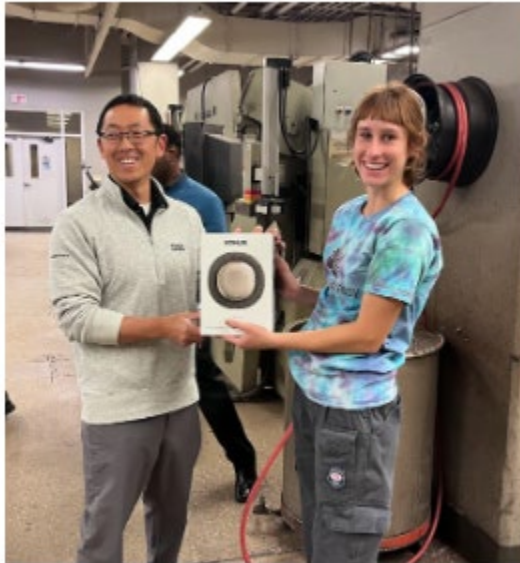
School of Manufacturing, Engineering and Information Technology

Kyle Worzala, welding instructor, was asked if his students would be willing to work on repairing a damaged art installation located at monument square in Racine. The flowers had been damaged due to vandalism. The flower pot was transported to the Welding lab on the Racine campus where students began assessing the damage and made a plan for repairs. The students completed the repairs within hours. This was a great opportunity for our students to practice their welding skills and give back to the community.





On November 9, a representative from Kohler visited a Welding class at Racine campus to talk about career opportunities with Kohler. The students also engaged in conversation about tips to prepare for job searching and two students walked away with Kohler bluetooth speaker/shower heads which were donated by Kohler.



High School Partnerships

The High School Partnerships Team has been quite busy with various activities related to high school partnerships and education initiatives at Gateway. Highlights include:

School Board Meetings:

- Attended meetings at Union Grove HS and Wilmot Union HS.
- Shared significant impacts of dual credit programs.

Community Engagement:

- Participated in the Chiefs Dinner in Burlington.
- Promoted High School Academy opportunities.

Counselor Engagement:

- Hosted 29 high school partners at High School Counselor Lunch N Learn.
 - Covered Gateway Program Updates, Academic Excellence, Dual Credit, Financial Aid, and Recruitment Updates.

Professional Development:

- Hosted CESA 2 Career & Academic Planning Workshop.

Local Business Collaboration:

- Attended Westosha Business Partners Meeting.
- Youth Apprenticeship Awareness:
 - Participated in the National Apprenticeship Week Open House.
 - Promoted Youth Apprenticeship opportunities.

These activities reinforce Gateway's commitment to fostering educational partnerships, engaging with the community, and providing valuable resources for high school students and counselors.

Program Effectiveness

The Student Assessment Committee held its first meeting of the year on 11/6/23. Committee membership continues to include faculty, deans, and representatives from each of the college's departments engaged in co-curricular assessment. To advance the committee's work, membership was split into two functional groups (faculty/deans and co-curricular leads) and were provided an opportunity to share ideas on the future direction of the committee and the specific tasks each subgroup should focus on to meet the goals identified. Throughout the remainder of this academic year, the committee will remain split into functional groups to work on implementing identified action items.

The District Curriculum Committee held its annual process meeting on 11/8/23. Committee members received an update from the Mathematics department on their plan to replace Quantitative Reasoning with Mathematical Reasoning beginning in 2025-26, which was met with positive reactions from committee members. The committee also provided support to a new internal certificate review policy to ensure alignment with Higher Learning Commission guidelines. The committee will meet again in spring 2024 to review evidence-based curriculum modification applications for the 2025-26 academic year.

The Program Effectiveness team attended the annual WIDS User Group meeting in Madison on 11/15/23. The meeting provided curriculum staff from across all 16 WTCS colleges and others from across the country the opportunity to connect on a variety of topics and learn from each other's best practices. Sam Lopez, Program Effectiveness Specialist, delivered a presentation titled "Using WIDS to Facilitate a Faculty-Led Full Curriculum Review". The presentation focused on Gateway's full

curriculum review process, including an overview of the faculty-led structure and support resources.

The Director of Academic Excellence and the Program Effectiveness Specialist met with the Registrar and Associate Registrar to review discontinued course plans and teach-out plans associated with programs making major curriculum modifications for the 2024-25 academic year. The purpose of these plans is to identify how courses being removed from programs will be made available to students who require them to graduate, whether through teaching out the necessary amount of sections or through substituting a new course. The plans have been approved by the EVP-Academic Affairs and will be shared with affected program students to aid in future course scheduling.

Grants Office

The Grants Office is working on finalizing Gateway's 2024-25 Perkins grant applications for the Student Success, Capacity Building for Equity and Inclusion, Career Prep, Strengthening Programs, and Nontraditional Occupations Program grants that are due to WTCS in December. Additionally, the Grants Office is working with grant managers and staff to prepare applications for six WTCS State grants, which are due in January.

Organizational Excellence

Organizational Excellence worked with Dawn Hermann (Business Office), Katie Graf (High School Partnerships), Robin Widmar (BWS) and Alan Pinkerton (Information Systems) to finalize the annual contract reporting submission to WTCS. The number of contracts for fiscal year 2023 was 415. This is an increase of 53 over the previous year.

Organizational Excellence partnered with Lisa Sadowski in Disability Support Services to develop a new process for requesting closed captioning for events. Lisa sent out the email notifying Gateway of the new process on November 27, 2023.

BUSINESS & WORKFORCE SOLUTIONS (Matthew Janisin)

Gateway's Industrial Design Fab Lab

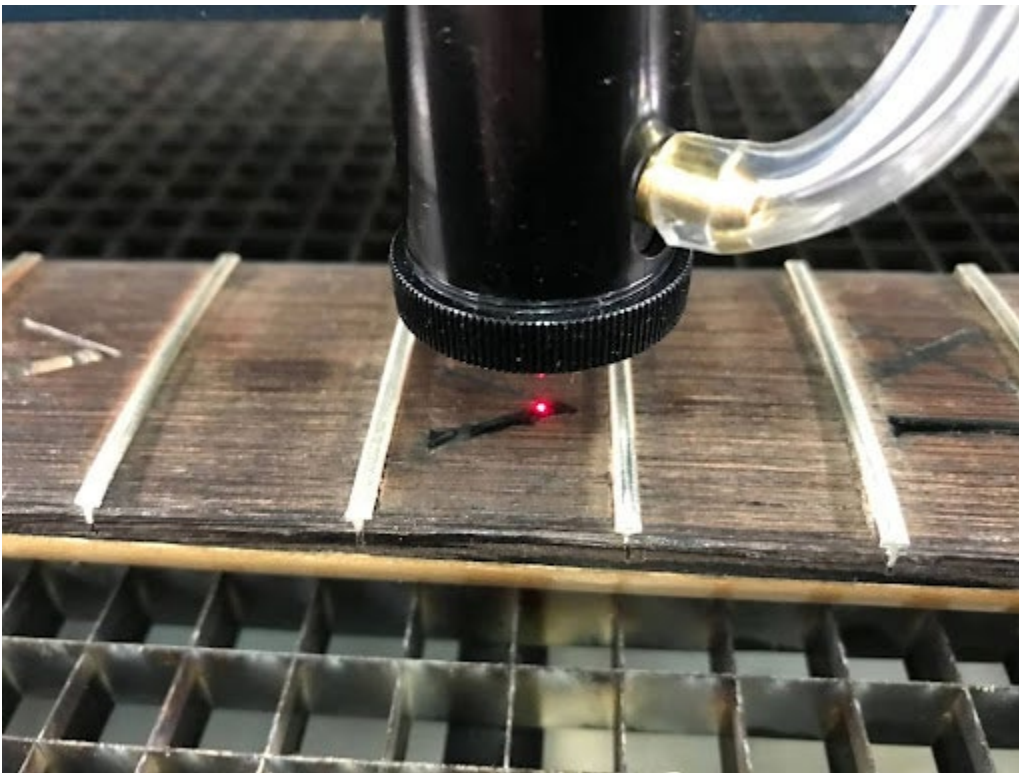
Gateway celebrated National Apprenticeship Week by hosting an Apprenticeship Open House. The November 14 celebration was held at the iMET Center and aimed to connect individuals who aspire to be apprentices with employers who can sponsor, employ, and provide essential on-the-job training and related resources. The apprenticeship program offers on-the-job training, which accounts for 90% of the program, and employment is crucial.

The open house featured several inspiring speakers, including David Polk, Wisconsin Bureau of Apprenticeship Standards Director, Nayanna Jones, WANTO Coordinator for WRTP|BIGSTEP, and Jen Froh, a 2023 Women in Construction

Honoree. Also included was a career fair, business and recruiting expo, skills demonstrations, hands-on activities in Fab Lab, Robotics, Welding, SC Johnson iMET Center tours, and a raffle with work-related prizes. It was attended by over 100 guests and had 25 employers, sponsors, and resources, including youth apprenticeship, pre-apprenticeship, and registered apprenticeship.

Gateway's National Apprenticeship Week 2023 event was an excellent opportunity to celebrate the importance of apprenticeships and allow individuals to start their careers with the guidance and support of employers dedicated to promoting practical education and on-the-job training.





See Your Future Expo

Gateway Industrial Design Fab Lab assisted CNC with the “See Your Future” expo held at University of Wisconsin Parkside’s fieldhouse. Alongside Esports, Welding and three Nursing program booths, Gateway presented amazing career opportunities and possibilities to 1006 High School students! Students learned a bit about CNC and how the Lab uses guitar building to teach it.



Student Strengths Club

Shania Weaver held a Student Strengths event in the Lab. Students discussed Strengths and engraved Tumblers. They also had an opportunity to assemble their "Strengths Star".



Apprenticeship Open House

Fab Lab was on hand to entertain visitors for the Apprenticeship Open House. Guests stopped in to get their tumblers personalized.



Tool and Die in the Lab

Tool and Die Apprentices learned about CNC routing as they assisted with reshaping tables for the Tormach routers. Advancement in rendering has significantly affected the realm of CNC. Students got an overview of generating G-

code through Aspire, and then hands-on applications as they disassembled, trimmed and reassembled eight tables.



KTEC and NE Ohio Girl Scouts

NE Ohio Girl Scouts, in conjunction with KTEC, visited the Fab Lab. The Girl Scouts were looking for collaboration in certifications, and new ways to explore STEM activities as they develop and build their own digital maker style center. Administrators got to see the educational diversity of the Lab as they asked questions and contemplated ways to collaborate with our certification and activity resources.

New Student Specialists

New Student Specialist's Recruitment Team used the Lab to engrave glass candy jars during their inservice. Gateway Industrial Design provides activities keyed to energize the mind and motivate individuals while having fun. Specialists engraved a logo along with their name, fostering partnership, creativity and collaboration as a new set of tools in recruiting the next generation of Red Hawks.



KTEC PMI

KTEC High School, now in its second year, looks to expand its delivery of NC3 certifications. Instructor Samantha Warner stopped in to go over PMI. Currently Gateway assists with Dremel Idea Builder 3D Printing, Tormach, Dremel LR40 laser, Multimeter, Hand Tool ID, and Festo Mechatronics.

Fab Lab 10:00

This month's Fab Lab radio show focused on Apprenticeship, with Electrical Apprenticeship Instructor Rob Alderson. Rob shared some of the dos and don'ts of holiday electric usage, tips on how to become an apprentice and the electrical apprentices connection to advanced manufacturing through Fab Lab projects over the last six years. Electrical Apprentices in Rob's program work on real life projects and have frequently assisted the lab with power and tools.



Remember you can listen to "Fab Lab 10:00 AM." at WGTD.org every second Saturday of the Month at 10:00. Spread the word.

Harley Davidson Makerspace

After partnering with Harley Davidson for their "Day of STEAM" celebration and Gateway Industrial Design Fab Lab Summer Maker Camp, Harley Davidson is looking into developing a space of its own. The Lab provided initial consultation on configuration, hardware, timeline, staffing and development as it frequently does with partners. The Lab hopes to be involved as Harley builds the space and looks forward to future collaboration.

IOT in the Lab

Paul Nelson's Internet of Things class visited the Lab to learn about advanced manufacturing and the role of Fab Labs in the ever changing realm of technology. Students were able to do some 3D printing and discuss the importance of conceptual change to IOT. We contemplated the changes to creative thinking pathways that digital technology has initiated and how to gain experience through Fab Lab projects.



Black Student Union

The Black Student Union visited the Lab to work on projects and formulate activities and SWAG for an upcoming event. Students engraved tumblers, and looked at various CNC and laser projects.





Elkhorn Middle School Expo

Approximately 600 middle school students attended this expo, and Gateway Industrial Design Fab Lab was there with hands-on activities.

Illinois Institute of Technology

Representatives from Illinois Institute of Technology visited iMET Center and stopped in the Lab to see the connection of advanced manufacturing and education. IIT is focusing on PLC programs, and in conjunction with Gateway partner Rockwell International is looking for ways to collaborate in Certifications.

Horlick High School at iMET

Tech classes from Horlick High School made Fab Lab and iMET Center a part of their trip to MSOE to explore careers in Engineering. Students heard first hand from STEM Scholar graduates about the program. Gateway Industrial Design Fab Lab has partnered with Horlick in the past for the Haribo Gummi Challenge and various Tech Events.



COMMUNITY AND GOVERNMENT RELATIONS (Stephanie Sklba)

Community and Government Relations

It has been another busy month! There have been a variety of community events, meetings and celebrations. Gateway has attended and participated in events with KABA, RAMAC, WCEDA, the United Ways and the Boys and Girls Club.

There was a team from Gateway that attended the AI presentation at Strawberry Creek that was hosted through KABA. This was a very interesting discussion around the future of AI and the surrounding technology.

We have had meetings with a few of our business and educational partners to discuss the partnerships and future direction. We have met with Trane, The Abbey, Shoreland Lutheran and Lakeview Advanced Technology Academy.

We have been involved in many college projects around the student resource centers and what these might look like on each of the campuses.

CGR continues to work on the exterior signage on our campuses and on the remodeling and expansion projects.

The Wisconsin Women in Higher Education Leadership is preparing for the annual conference in 2024 at UW Stout.

There continues to be work on legislative issues around potential upcoming bills. We are working with both the WTCS and DBA on ensuring the messages are informative and consistent.

Even though the weather is getting colder, there are still plenty of visitors to the Center for Sustainable Living. The Girls Scouts along with other school groups have participated in activities at the CSL.

Foundation

Gateway Foundation thanks our donors whose generosity transforms the lives of students every day. As of November 30, 2023, 272 donors chose to help Gateway students through the Foundation by contributing \$169,986.

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 President's Opportunity Fund, the Gateway Promise Endowed Fund, student emergency funds, the WGTD Program Fund, the Short-Term Training fund, and the Foundation Scramble.

The Foundation's Student Emergency Funds have helped twenty-four (24) students with a total of \$24,513 in support for tuition, transportation, utilities, and food. Thanks to a grant to the Wisconsin Technical College System to the College, \$4,274.64 has been granted to a total of nine (9) students for rent and utilities.

The Foundation's Facebook currently has 781 followers. Its Twitter following has 94 followers. The Alumni Association's following on Instagram has grown to 77. Its LinkedIn following has grown to 286.

Marketing

The Marketing team has been helping share some holiday cheer at the college through the college's [annual video holiday card](#) as well as a fun "this or that" social media campaign with several [staff](#) and [students](#).

Planning and work are underway for many upcoming spring events including Gateway's 30th Annual [Dr. Martin Luther King, Jr. Celebration](#) to be held on Monday, January 15 from 12 - 1 p.m. in the Madrigrano Conference Center on the Kenosha Campus.

Spring semester push campaign is underway, continuing the Own Your Future 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 first week in December. A campaign is also underway to promote the upcoming Fast Track event that includes digital ads, email, text as well a targeted mailing. In

addition, we are continuing enrollment push communication including text, email, mail and digital to current students focused on retention.

WGTD

We look forward to the new year with renewed vigor as we strive to super-serve our audience with the knowledge in hand that a sizable portion of the population in the tri-county area depends on us for news and information and cultural programming. Over the past six months, wgttd.org has logged over 335,000 views from nearly 250,000 users. Views per user was 1.35. Our Facebook 'follows' number has grown to nearly 11,200. We're thankful for the several dozen volunteers who host various programs, staff the Gateway Radio Reading Service and make possible the WGTD Radio Theater. We'd like to single out the two Gateway staff members who launched a new Saturday morning program in 2023. "Fab Lab at 10 a.m." is produced by Fab Lab coordinator John Zehren and Civil Engineering Prof. Steve Whitmoyer. They've had on the air a variety of guests connected in one way or another to Gateway Technical College. All of their programs are archived at wgttd.org and on a separate page created by John and Steve.

LEARNING INNOVATION DIVISION (Jeff Robshaw)

ENROLLMENT (Stacy Riley)

STUDENT AFFAIRS (Stacy Riley)

Admissions

We are excited to be expanding our VIP Admit initiative to Union Grove High School. Students will receive their Gateway Acceptance packets the first week of December congratulating them on their automatic acceptance and inviting them to respond with their program of choice. New Student Specialists continue to meet with students from Racine Unified and Wilmot High schools.

New Student Specialist (NSS)

Throughout November, the NSS team continued to provide scheduled and walk-in appointments on campus and at the local high schools. The team also hosted several Get Ready Application Workshops, both in-person and online. The NSS team hosted and/or participated in several events, both on campus and out in the community to spread the word about Gateway and to assist students in getting started. Off campus, the team participated in classroom presentations at schools like Walden, Elkhorn, Case, Horlick, Career and College Academy, and Harborside and participated in college fairs at Warren Township High School and Elkhorn High school. The team also provided coverage and assistance at the PowerUp College Resource Fair and the See Your Future Expo, both at UW-Parkside. The NSS team

also hosted events on campus like the Fire and EMS Expo at the HERO Center and the Middle School Expo at the Elkhorn campus.

Financial Aid

During the month of November, the financial aid office began attendance at the Federal Student Aid Conference to learn more about FAFSA changes, verification requirements, new federal work study reporting requirements, changes to Federal Pell grant calculation and more. The kick off for setting up StudentForms began in November. This will aid the FA team in receiving needed documents from students for verification and other requirements. A contract with NASFAA Blue Icon Advisors was signed to collect financial aid ISIR data to make a comparison between the change on the FAFSA from Estimated Family Contribution (EFC) to Student Aid Index (SAI). The outcomes will help the FA team better understand how this new methodology will impact Pell eligibility for our students, determining FSEOG eligibility criteria and maximum SAI for HS Promise. Financial Aid SAP Appeals are open for students to complete for the Spring 2024 term. 15 students completed an appeal during the month of November.

Student Finance Specialists (SFS)

During the month of November, the student finance specialists continue to move towards the case management model for Momentum program and Perkins students. This month SFS supported the Transfer Fair held on the Racine Campus and presented it at the HS Counselor's Luncheon in Burlington. Six All Things Student Finance Workshops were made available to students throughout the District. The SFS continue to seek ways and work with Marketing to create better exposure to more students.

Academic Advising

Registration for the Spring 2024 semester began in November. Academic Advisors have been working diligently to connect with new and continuing students to promote registration for the Spring 2024 semester. Advisors as well as our Peer Advising team (consisting of 5 student workers) sent outreach calls, texts, and emails to students promoting registration. During the first 3 weeks of priority registration, Advisors are on campus a minimum of 3 days a week to meet with students in person. Advisors continue to utilize the new Academic and Student Affairs Registration Triage chat set up by Dr. Raju to let Deans and Faculty know of any registration issues or concerns they see. This chat has been valuable to Advisors and in turn, students.

Career & Employment Services

Tutoring Services

As the end of the fall semester is upon us, Tutoring is excited to share that they have maintained an increase in student usage for tutoring of 25% (FA2023) over last year

(FA2022). This semester tutors have supported a multitude of program areas including: Welding, Nursing, CNC, Early Childhood, Culinary, etc., as well as General Education courses such as Applied Math, Quantitative Reasoning, English Composition and many more. Tutoring has also seen the continued facilitation of study groups across the district which support Nursing students through CHA 1 & 2 and Quantitative Reasoning (QR). The QR facilitated study groups are new this semester and have been held in Kenosha and Elkhorn based on the largest student needs. Additionally, many students have been taking advantage of the recent emergence of EMS tutoring support in Burlington. The KCC cohort for CNC is currently running. Kenosha tutoring is supporting Applied Math needs for those male inmates who would not otherwise have access to tutoring. Kenosha tutors are seeing gains in knowledge gaps. We will begin support of the Ellsworth CNC cohort in January.

Libraries

During the "Fuel Up for Finals" event, the library experienced a notable surge in foot traffic and inquiries. The library, strategically positioned across three campus locations, successfully attracted students with its provision of snacks and a unique opportunity to de-stress through interactions with therapy dogs. The event not only catered to academic needs but also prioritized student well-being during the demanding finals period. The increased engagement reflects the positive impact of combining academic resources with stress-relief initiatives, making the library a central hub for students seeking both scholarly support and a reprieve from the pressures of exams.

Student Life

During the last week of November, 220 students attended Breakfast with Santa and enjoyed the Spa on Campus district-wide events. During finals week, students on campus will receive a slice of Kringle at the Kringle All The Way events in the Student Commons/Student Life Centers. During the break United Student Government offered bags of non-perishable, pantry items for students in need.

Learning Success Coaches

Impact Program

The Level Up Leadership program ran from October 26- November 16. Ten students participate to learn the skills and knowledge to join nonprofits boards, including board structure, conflict resolution, legal responsibilities, strategic thinking, and more.

Testing Services

OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI) (Tammi Summers)

D365 - Submitted by Jomarie Coloriano

Native American Heritage Month

On **Indigenous Peoples Day**, the Native American Committee presented **Latinos and Native Americans** in the Kenosha Campus Garden Room. We reviewed WI Native American tribes that are historically recognized by the state, areas where they lived and migrations. We also learned about Native American peoples from Latin America, cultural, language and religious beliefs. We are all cousins

The committee also worked with **Racine Culinary** to offer Native American cuisine to students, staff and the community. Delicacies such as Bison Chile, Venison over Pureed Squash and Catfish with Pine Nuts, Wild Rice, Corn/Beans/Squash (known as the Three Sisters) were served for three consecutive days.

Nov 16th, a Zoom presentation by Heather Bruegel, a public historian that educated us on how the government sought to assimilate Native Americans into Mainstream society. They took children from their families and sent them to boarding schools to erase their language and culture. "Save the man, Kill the Indian" was their motto.

Office of Civil Rights - Josh Vollendorf

The WTCS System Office completed this Office for Civil Rights review process of Gateway Technical College in late September. This review, conducted on behalf of the US Department of Education's Office for Civil Rights, is completed on a rotating basis so each technical college is reviewed every eight years. The report, thanks to the guidance of Gateway's Office for Equal Opportunity and Civil Rights, and the work of many college departments, Gateway only had 14 findings. The majority of these items were already included in existing college plans, such as the Language Access Plan. The college has until the end of November 2025 to address all the issues of the report. The Office for Equal Opportunity and Civil Rights prepared and submitted an action plan to the system office and will monitor this work through its completion.

October was also one of the two months Gateway bring awareness to Title IX issues, including sexual assault, dating and domestic violence, stalking, and discrimination, as required by federal law. Workshops were provided on stalking awareness and response, bystander intervention, and personal protection. In addition, Gateway partnered with Women and Children's Horizons to conduct interactive tabling events at each campus. Students and employees were also provided an incentive to complete a short quiz on Title IX-related topics with one winner receiving a prize.

Veteran Support Service - Rob Swanson/Edwardo Vargas

The months of October and November had multiple Veteran Events that we participated in to support the needs of Veteran Students and the community.

We participated in two Community Events supporting area veterans. These were the **Racine Veterans Stand Down** at Festival Hall and the **Kenosha Veteran Celebration** at the Kenosha Workforce Development



Veterans Months Activities where the following:

Red Shirt Friday to Remember Everyone Deployed was at the Kenosha Veterans Lounge. This is a yearly event to bring recognition to those who are still far from home We do this by wearing Red shirts on Fridays.



We had our **Veterans Honors** banquet where we had Veterans Outreach of Wisconsin director Zach Zdroit speak about how Purpose in Life helps veterans reach their full potential and awarded our student Shawn Talbert the Dr Brian Albrecht Award for outstanding contributions. We had a cake cutting ceremony where we had the Oldest and Youngest Veteran cut the cake for us with a ceremonial Army sword.



We had our **Veterans Cut-a-thon** at our three Cosmetology and Barbering locations in Burlington, Racine and Kenosha. Money was collected for the Student Veteran Club.



We hosted the **Veteran Movie** at the Kenosha Multicultural Resource Center titled, **“Thank you for your Service”**. This inspired by true events, showed the challenges Veterans have to face from both the military side and the civilian side of their lives. Afterwards, we had a discussion with faculty, staff and students that attended. Everyone learned greatly from this interaction.



TALENT & CULTURE (Jacqueline Morris)

Magan Perez attended the Non-Profit Leadership conference on creating a culture of belonging in the workplace to learn how leaders can enhance their fostering of inclusivity, empowerment, and employee well-being. Promoting an environment where everyone can thrive

Magan Perez was the volunteer lead for the 100th Celebration of Kenosha County United Way. Celebration of the historical marker in the contributions and initiatives that United Way has provided to Kenosha County.

Paul Aceto represented Gateway and the Talent and Culture department for the 2023 PowerUp College and Resource Fair at UW-Parkside meeting with students and parents to help guide them for a pathway to success after high school in coming to Gateway.



Heather Halbach and Gaby Iribarren participated in this year's See Your Future Expo in partnership with RUSD Academies. Over 1,000 freshman high school students attended the event to explore different career options. Gaby and Heather represented Human Resources and answered questions students had related to the field.



Selena Bohn collaborated with the Dean's Adjunct Sub-Committee/ Employee Learning Manager/ Director, Compensation/ Benefits Manager / T & C Administrative Assistant to work towards the development of an adjunct evaluation for both the initial evaluation period and for their professional development plan

FINANCE, ADMINISTRATION & FACILITIES (Sharon Johnson)

Student Accounts Update

Student Accounts is participating in the Moonshot for Equity work within the microgrants and hold reform areas. We have been providing data to support initiatives that will positively impact students.

Student Accounts team members have recently participated in the AVECO (Association of Veterans Education Certifying Official Organization) and the Minnesota Collections Network (MCN) Collections Network conferences.

Community Connectedness

Sharon Johnson attended recent community meetings and gatherings:

- Village of Mount Pleasant Joint Review Board meeting
- RCHC Planning meeting
- Racine Tempo Board
- City of Kenosha Joint Review Board meeting
- RCHC Executive Committee meeting
- Racine Tempo meeting
- RCHC Board meeting

FY 2022-2023 Audit Update

The 2022-23 Financial Audit is completed. The final Issue date is December 6th. The Single Audit will be presented to the board for approval at the January meeting.

Grants Update

The grants team continues to provide information to the external auditors for The Single Audit for fiscal year ended June 30, 2023. Also, we are assisting in the close out of the VOICE grant. Besides managing this fiscal year grants, we are also assisting with budget development for Fiscal Year 2025 applications.

Facilities

The Facility Department operations teams across the District have plans in place for staff to perform building checks while the buildings are unoccupied during the winter recess. The Elkhorn Campus North Building Expansion will be ready for classes before the start of the Spring semester in January. The Kenosha Campus Madrigano Center and the Horizon Center RTU replacements are complete. The Racine Campus refurbishment of room T403 for the Medical Laboratory Technician program will be complete in time for the start of the Spring semester classes in January.

On December 15, 2023, the Facilities members participated in a team retreat on the Elkhorn Campus. Highlights of the retreat include team building activities, sharing of connections between marketing and facilities and facility team members recognition and appreciation for the support they provide for the Gateway community.

FY 2024 - 2025 Budget Update

Budget development week for FY 2024-25 kicked off on December 5th and runs through December 13th. 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 2024 to prepare their initial submission to the budget office for review. Also, the preliminary budget parameters and planning calendar for FY 2024-25 will be presented to the GTC Board at the December meeting.

