



## **GATEWAY AS A LEADER**

### **WGTD**

Greg Berg's *Morning Show* is marking the first anniversary of the *Morning Show Podcast*. Over 7,200 plays have been recorded since WGTD started offering replays of the daily, M-F show, and bonus repeats of old programs on the weekends. The service launched about a year ago. *Morning Show* programs are still available at [wgtd.org](http://wgtd.org) literally the minute after they air. Over the past 6 months, listeners clicked archived programs over 4,000 times. In recent months, a video element has been added to some of the audio programs. An upcoming simulcast of this sort will feature Gateway's "virtual cadaver." Audio offerings will be available through the usual avenues, but a video version will be available on WGTD's Facebook Page.

## **ACADEMIC AND CAMPUS AFFAIRS**

### **Academic Operations**

Fall 2020 full-time and part-time conflict fee course offerings have been distributed to programs for feedback.

Academic Operations is working with the Gateway Foundation and Follett to route percentage of commission to support the Promise 2 Finish program.

Textbook and materials ordering for the 2020/2021 academic year are in progress.

### **Pre-College Division**

Pre-College Division Transition Specialists partnered with the Learning Success Division to co-host the VIP Luncheon and Rock the Runway.

The Transition Specialists are currently working with students at the Kenosha County Corrections who are pursuing the Maintenance Technician Diploma. They are also working with the CNC cohort at Ellsworth on strength assessments, vision boards, and resume writing.

Twenty-three students are pursuing their Spanish HSED 5.09 credentials on the Racine Campus.

### **Kenosha Campus**

Gateway Libraries offered a Library Trivia event, funded by USG, on Thursday, January 23rd in the Racine Campus Student Life Center. Event was well-attended with seven teams of four to five participants each. Students had the opportunity to win Gateway tuition vouchers or bookstore gift cards. The event was organized and run by Dawn Haggerty, Elizabeth Kennedy, and Stacey Malacara.

## **COMMUNITY AND GOVERNMENT RELATIONS**

On January 24, Gateway participated in a press conference with the city of Racine announcing the upcoming community health clinic that will be in Julian Thomas Elementary School. Gateway will be working with this new initiative for student placements in some of our health programs.

We have been working on the creation of the new esports lab and broadcasting space. This space will be used by our student club and potentially with the students at RUSD and has been transformed into a very modern gaming space. We were able to host Secretary Barca and some of his staff members on the Racine campus so they could see the space and learn about what is happening with esports at Gateway and the state of Wisconsin.

Staff attended the Status of Downtown Racine event, the Racine United Way dinner as well as the Burlington Chamber dinner. We also are participating in the Racine Ambassador Program through RCEDC.

The ACCT legislative meeting took place in Washington DC. Five board members made the trip to DC. During this visit, we had an opportunity to meet with Congressman Stein, have lunch with Senator Baldwin and participate in a Q&A with Senator Johnson. These conversations allowed us to discuss programming at the college and the impact of federal programming.

### **Marketing**

Gateway's website home page was visited nearly 3.5 million times in 2019. Visits to key pages such as Apply, Visit and Request Information nearly tripled over the 2018. Prospective students are connecting with key pages such as Admissions (120,000 page views in 2019), Request Information (91,000 page views in 2019) and Programs of Study (744,000 page views).

Marketing for Gateway's new Promise 2 Finish program for returning adults was launched including the development of visual look, messaging and key promotional pieces and a website for the program. Promotional efforts have begun including postcards to key audiences and paid digital content focused on promoting the upcoming application workshops.

Writing and design teams have been busy preparing for annual updates to Gateway's program web pages and rack card brochures as well as key publications such as the Student Handbook.

### **Foundation**

Thank you to our 407 donors who choose to support Gateway students and the community through Gateway Foundation.

As of January 31, 2020, the Foundation has raised \$758,813. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni), Donors have contributed to areas such as the mission of the Foundation, student

scholarships, the endowment, the Gateway Promise Endowed Fund, student emergency funds, and the Short Term Training fund.

We are grateful to the following organizations for their support:

- JRR & Associations \$1,000 Gateway Foundation Scholarship
- Racine Community Foundation \$1,400 Grace K. Plude Scholarship

The Alumni Association encourages the community to nominate Gateway alumni who have shown distinguished achievements in their professional life, exemplary community service or superior leadership accomplishments. Learn more at <https://www.gtc.edu/about-gateway/foundation-and-alumni/distinguished-alumni-nominations> The Alumni Association's LinkedIn page has grown to 22 followers.

## **ENROLLMENT**

The Fall semester enrollment remains positive at +1.1%. Spring enrollment is flat compared to the previous spring. Spring headcount, the number of unique students enrolled in courses, is positive +1.9% or 146 additional students compared to the previous spring. Year-to-date enrollment, including summer, fall, and spring enrollment is positive +0.1%.

## **FINANCE, ADMINISTRATION AND FACILITIES**

### **Higher Education Forum**

Sharon Johnson attended a one-day Higher Education CFO Forum hosted by Sikich LLC. This forum was very informative and included many topics such as IRS issues affecting Higher Education, GASB pronouncement updates, Student Financial Aid, and Human Resources Department Optimization.

### **Moody's Rating Update for Series 2019-2020D, Gen Obligation Promissory Notes**

Gateway again received an Aaa rating on Series 2019-2020D.

### **Facilities**

The facilities team has been busy with the winter snow and has worked extremely hard to ensure that the college has safe walking areas and parking lots for our students and staff.

The Academic Building 2nd Floor remodel project demolition has begun and temporary walls have been set-up. Some of the louder abatement and demolition tasks will be completed on third shift to reduce the noise interruptions for our faculty and staff.

Work is continuing on the new ice storage and chiller for the Elkhorn Campus North Building as well as the Electrical upgrade. Both projects are on track to be completed by April 2020.

Because of the recent storms, the college sustained some minor damage to our parking lots on the Racine Campus but are working with City officials to have the damage assessed and documented.

### **Security**

The Kenosha Campus unfortunately suffered some vehicle parts thefts where individuals took advantage of the many cars in the parking lots. Our response efforts were coordinated with the Kenosha Police Department, and additional efforts were made to provide notice to all staff and students surrounding suspicious activity in the parking lots.

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

Initial FY 2020-21 budget submissions were presented at the February 3, 2020 ELC meeting. ELC members reviewed all submissions related to the Operating budget which include flat budget requests, additional funding needs, and personnel. Moving forward budget managers are being asked to refine their submissions and strongly vet their needs moving forward to ensure that funding is aligned with Gateway's strategic goals.

### **Grants Update**

Submission has been completed for the WTCS Perkins, State and AEFLA grant proposals to the State. New Workforce Advancement Training grant proposals are due to State on May 1. Special Revenue Fund preliminary budgets and personnel allocations are being generated for planning purposes. We continue to provide financial support for new grant proposals.

### **FY 2020-2021 Casualty, Property, Automobile and Worker's Compensation Insurance Renewal**

Gateway Technical College's Risk Management staff have been working diligently the last three weeks to seek, gather and submit underwriting insurance renewal data for the period of July 1, 2020 - July 1, 2021. Several different software platforms are utilized to gather and submit this information. The data is drawn from many departments throughout the college and submitted to DMI to assess the exposures and respond with appropriate risk transfer options. District Mutual Insurance (the college's insurance carrier) will be reviewing all the underwriting data submitted and will present July 1, 2020 renewal terms and conditions at the April Quarterly Risk Manager's meeting.

### **\$20,000 for 2020 - United Way Campaign**

The Business Office Team are creating an item to be included in the \$20,000 for 2020 Gateway Technical College United Way Campaign. Team members donated towards the purchase of a raffle item themed "Rak'in in the Dough."

## **HUMAN RESOURCES**

### **Gateway to Leadership**

Jacqueline Morris served as a panelist for the Gateway to Leadership cohort to answer questions from a leader's perspective.

### **Kindness Breakfast**

Jacqueline Morris also attended a community breakfast to celebrate Kenosha Unified students and their acts of kindness.

### **WisCore Conference**

Jacqueline Morris attended the inaugural WisCore Conference. This was an opportunity to connect with other technical colleges and learn how they are developing strategies for equity and inclusion on their campus.

### **Payroll Mapping Project**

Payroll Mapping Project continues. Fourteen payroll processes have been mapped with the help of Robbin Vester, Eddie Woodman, and Alan Jelinek. Follow-up meetings are scheduled to review the process and look for improvements.

### **Evaluations**

Jessica Johnson and Selina Bohn facilitated a Faculty Evaluation Q&A discussion at the Dean Council on January 13<sup>th</sup>. They discussed the self-reflection and full-evaluation pieces of the faculty evaluation. This was the first year that the Faculty Self-Reflection Evaluations were completed in NeoGov.

Spring Full-Evaluations were released on January 20<sup>th</sup> for Faculty. This is the 3<sup>rd</sup> and final group of the faculty evaluations to be completed in this cycle.

### **Insurance**

1095-Cs forms 2019 from submitted to the IRS and mailed to employees January 31st. This is an annual document that is supplied to the employees and the IRS to provide information of an individual's and their families health insurance coverage as required by the Affordable Care Act (ACA). The deadline for distribution of these documents is March 2, 2020 for employees and March 31, 2020 for the IRS. Magan Perez, Benefits Manager, submitted both documents at least a month in advance of the deadline.

Magan Perez has started initial conversations and planning of the 2020 benefit insurance renewal. A meeting with Group Health Trust (GHT), the medical insurance vendor, is scheduled for the week of February 9<sup>th</sup> to discuss renewal rates and plan details.

### **Interview Training**

Lisa Guerrero, Talent Acquisition Manager, working with Denise Schneider has identified an online training program for interview bias. They are in the process of building the training.

## **INSTITUTIONAL EFFECTIVENESS**

The Fourth Annual MLK Day of Service was held on 1/24/2020. The almost 140 volunteers consisting of staff, faculty, family, community partners, and students collectively served 310 hours crafting over 50 blankets, 400 scarves, 500 hygiene kits, 600 financial literacy kits, and sorted almost 1,100 books that will be delivered to local foster families. This event was supported by generous donors in our community: Half Price Books (Greenfield), Lenz Orthodontics (Racine), Racine

Dental Group, Kerber Smiles Pediatric Dentistry (Kenosha), Aiello Dentistry (Kenosha), Knoell Family Dentistry (Racine), Christmas House Bed and Breakfast (Racine), Grand Geneva Resort (Lake Geneva), TruStone Financial Credit Union (Kenosha), Educators Credit Union (Kenosha), State of Wisconsin Department of Financial Institutions, SecureFutures of Milwaukee, and Jeff Schultz. This event was sponsored by the Gateway Technical Education Association (GTEA), Gateway Association of Career and Technical Education, and the Carrera Family Thrivent Action Team. Proceeds of this event will be distributed to foster kids and youth currently housed in our area through our partnership with Professional Services Group - Community Impact Program (PSG-CIP) in Kenosha and Racine, and the Division of Child Services in Walworth County.



### Employee Learning

New software purchased by Employee Learning is helping departments develop better training programs for their staff. Articulate 360 provides an easy to use, interactive format for creating online training modules that can be uploaded to Red Hawk Tech, the college's training management system. Department experts have been working with the Employee Learning Manager to create training like Lean on Campus, Express Services Cash Handling, and Campus Security Authority training. Red Hawk Tech also recently moved to a simplified theme format that makes

navigation easier. With Red Hawk Tech, our Skillsoft library of training, and now the ability to create our own training with Articulate 360, we can be sure we are providing the best, most consistent service to our students.

### **Pathways/Program Effectiveness**

The Director of Career Pathways and Program Effectiveness launched the Program Vitality process for all of the programs in the School of Manufacturing, Engineering, and Information Technology (MEIT) in January. Programs engage in this process once every three years to review and address a variety of factors that may impact the program. Faculty complete the following activities over a full calendar year: conduct an environmental scan, review two years of program-level performance data, complete a SOAR analysis, define areas of focus/enhancement, and develop a three-year action plan complete with measurable results.

Each program receives two facilitated meetings per year to work through the plan elements, and work with their advisory committee during spring and fall meetings to ensure their research and goals align with industry findings and needs. Programs will then use their results to drive improvements to curriculum and instruction, acquire new capital, or build upon proven student engagement and success strategies.

### **Institutional Research**

A research brief has been developed to support the collective and continued efforts across the district. The intention of this brief is to provide a baseline report on persistence and completion gaps between Underrepresented Minorities (URMs) and Non-Underrepresented Minorities (Non-URMs). The purpose of this report is to allow for further internal exploration of differences in persistence and graduation rates. Continued investigation into interventions necessary to offer equitable outcome opportunities to all students.

## **LEARNING INNOVATION DIVISION**

### **Technology Operations**

I am happy to announce that Eric Weiss will be transferring from his role as Computer Support Technician in Racine to Technology Operations where he will be working on the Infrastructure Team alongside Hans Pedersen. Eric is filling the open Infrastructure Tech position created when David Aguirre took on the role of IIoT Technician at iMET. Congratulations, Eric!

The Network Operations Team has identified an opportunity to move the college's voice telephone services from the existing legacy technology to a more modern approach known as SIP (Session Initiation Protocol). The benefit to the college is the opportunity to save money on our phone service for a small, upfront investment while maintaining the same level of quality and availability our students and staff have come to expect.

Our LAN Technicians are in the process of evaluating alternative virtual desktop (VDI) approaches for use by students and staff. We have identified VDI as an area where we may be able to reduce the amount of resources required to make this

service available while still providing remote access to our college desktop systems for those who require it.

Our Information Security team is monitoring the ransomware situation at the City of Racine closely. These attacks are becoming more frequent at education institutions, municipalities, and hospitals. The team intends to use this as an opportunity to identify areas Gateway can shore up our own defenses in an effort to prevent a similar incident from occurring here. Jeff Robshaw and Derrick Domes have been appointed to sit on a team working with Racine city staff to assess the impact.

### **Information Systems**

The end of calendar year tax processing for 1098-T's, W2's, 1099-MISC, WRS, and others was facilitated.

The registration requirements for programs requiring the Gateway to Success course were implemented.

The implementation of Multiple Measures is in progress.

The implementation of the Adult Promise program is in progress.

Additional updates to Advisor assignment processing were made.

### **User Experience**

Two staff members have accepted new positions. Marv Campbell is now the Campus Technology Manager, and Shane Smith is the Distance Learning Support Technician. Marv is now responsible for our campus technicians and will manage our campus projects. Shane has been and will continue to maintain and support our distance learning technologies. Additionally, some Computer Support Technicians have been assigned to different locations due to Eric Weiss accepting his new position on the Infrastructure team.

The multimedia team has been very busy with various projects around the district, including the Vet Tech remediation, replacing failing technology in our Law Enforcement Academy, and setting up new multimedia equipment for the Kansasville Fire Department for classes we provide there. They also have been removing equipment from areas that are targeted for remodel, including the Kenosha Academic Building 2nd Floor.

Planning is underway for a large scale manual inventory of our computer systems in classrooms, meeting rooms, and technology issued to our faculty and staff. We are doing this to verify our records are correct and to apply software updates.

We are currently providing training to our faculty and staff on Zoom. Zoom is video meeting software that will be used in some distance learning classes, including the new Gateway to Success class. Zoom is also being deployed using our Multi-Factor Authentication solution (OneLogin). Classes are not the only use of Zoom, as various departments are using the screen sharing capabilities to provide support to students, faculty, and staff.



## **Esports**

Great progress is being made on the Esports space in Racine. R214 will be the gaming arena and R236 will be the broadcast and interview room.

18 computers have been purchased for the gaming center, along with gaming desks, chairs, and accessories. RGB lights have been installed which allow the room to be various colors. The broadcast room has 2 green-screen walls so graphics can be added to broadcasts digitally.

The first information session was held for students that previously expressed interest in the club. There were 8 students in attendance, and all of these students have joined the club. There were about a half dozen other students that expressed interest but were not able to attend. Information has been sent out to them about the club. A larger information session will be held once the space has been completed for our students.

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **College Access**

The team has been busy partnering with Financial Aid and Promise to deliver monthly Promise/FAFSA workshops for high school students and will continue hosting three workshops each month through the remainder of the school year. NSS will also help assist Nursing advisors and faculty in a new format for the nursing information sessions on the Kenosha and Elkhorn campuses.

### **Academic Advising**

We are excited to announce Peer Advising has started and five contracts have been offered to students who will help support our retention and graduation efforts on the academic advising team.

### **Career & Employment Services**

Career & Employment Services continues to work to support prospective and current students as well as our local employers. The team recently developed a team vision and mission which will drive our strategic plan development.

Vision: We empower students to confidently discover passion and purpose for a fulfilling career.

Mission: We provide career planning, education, and management skills to a diverse student population through collaboration with internal and external partners.

### **Express Services**

Express Services welcomed January and the rush of helping students with their new semester needs. The Contact Center handled almost 6100 inbound calls and 663 chats this month.

### **High School Partnerships**

Many of our high school partners finished their Fall semester courses and started Spring semester classes in January. Spring 2020 VANGuard registration was completed for 30 VANGuard sections. Additionally, high school students at the

Elkhorn Campus started their second semester of the HS CNC Academy. At the end of this semester, students will earn their CNC Operator Career Pathway Credential. High School students at the Racine Campus started their final semester of the Welding Academy. Students are projected to earn their Welding/Maintenance & Fabrication Technical Diploma at the end of the semester. Additionally, Transcribed Credit Spring 2020 registration began. We will continue to register students in courses throughout February. We are looking forward to February 2020 hosting Gateway's 6th Annual National Signing Day on February 20th. We also had the opportunity to host 73 Westosha Central High School Faculty & Staff at their Professional Development Day In-Service on the iMet Center & Kenosha Campus.

## **LEARNING SUCCESS**

### **Student Support Counselors**

The Student Support Counselors have been busy with teaching their Personal/Professional Success course to cohorts of Promise students and non-Promise students alike! 2 of our team members, Vicki and Katie, attend the NaBITA (National Behavioral Intervention Team Association) annual conference as CARE team members. This conference allows CARE team members to bring back revised and updated intervention tools, strategies for documentation, and methods for assessing risk. Nicole has expanded meditation to include pre-exam meditation in classes per instructor request. The team also continues to provide faculty and staff mental health consultation and is as busy as ever meeting with students for therapy!

### **Veteran Support**

The Student Veterans Club has been very active these last two semesters. They have had 6 meetings and have another 5 scheduled for going forward. This month they are meeting at the Sturtevant movie theater to watch the movie 1917. Gateways student veterans are starting to form a comradery with each other that helps them feel supported.

### **Multicultural Program**

On January 9<sup>th</sup>, Peer Advocate and student Erik Ocasio became a U.S. citizen. The Naturalization ceremony took place at 11a.m. at the Milwaukee County Federal Courthouse where a total of 69 people from 30 countries became U.S. citizens. Six Gateway staff and faculty attended the ceremony to support Ocasio, who is the first student from the Pathway to Citizenship Learning Community to complete the process.

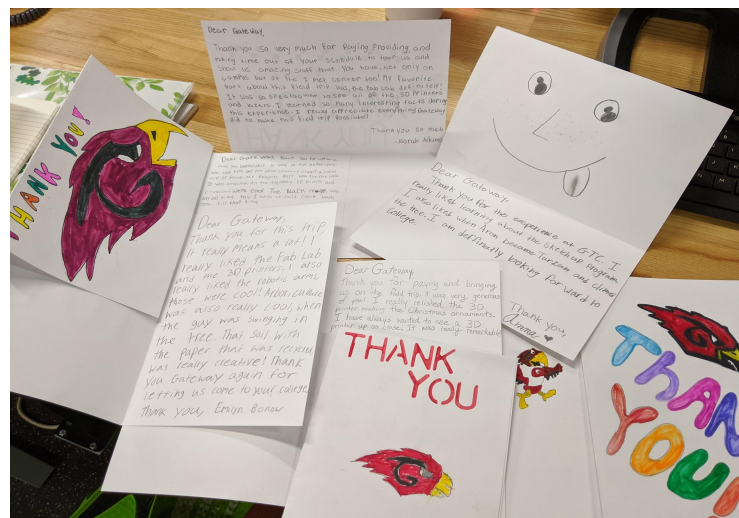
The Pathway to Citizenship Learning Community is a program of 15 students who spent this past summer preparing for the Naturalization process, thanks to the innovation grant that helped them to do so. This goes along with Gateway's vision which is; "We make life-changing educational opportunities a reality". Multicultural Program Student Support Specialist Jomarie Coloriano is hopeful to see all the remaining students go through the same ceremony as Erik did, and hopes to continue to support these students by bringing Gateway staff and faculty along to cheer these students on.

At the ceremony, Hon. Beth Hanan addressed the soon to be citizens in her speech saying; “The American Dream is the belief that through hard work and determination anyone, including any naturalized citizen, can achieve a better life”. Erik, who’s the President and Vice President of two clubs, and recently started working for Foxconn this past fall, is a great example of how hard work can pay off. He later thanked his Gateway peers by saying; “I want to motivate others to continue fighting for their dreams and never give up. Life gives us a chance to make a difference. Thank you so much. I’m very blessed to have a community that brings love and hope”.



## **BUSINESS & WORKFORCE SOLUTIONS**

Elkhorn Middle school sent the Fab Lab handmade thank you cards for their field trip to the lab.



The Fab Lab participated in Waterford Career Day.

R.E.A.L. School students continue to utilize the open lab hours to work on their STEM projects.

The Horticulture students made rubber stamps for the Career and Internship Fair. Industry members will receive a stamp from their designated field. Students attending the fair will receive stamps in their passports with these stamps. The Fab Lab Club held its first spring meeting on January 30th.

Ten Foxconn employees are taking part in a Circuit Construction and Repair course, working toward soldering certification. Instructor Jill Eide is leading the group through a Business & Workforce Solutions contract.

Gateway hosted a group from Northwest Iowa Community College for a tour of the Horizon and iMET Centers. This is their second visit as they work towards becoming an NC3 Center of Excellence and Gateway is happy to support them on this journey.

Matt Janisin, Steve McNaughton, Katie Dembowski, and Nicci Pagan attended the American Association of Community Colleges (AACC) Workforce Development Institute Conference. A key focus was our continued work with the AACC Expanding Apprenticeship Grant and the announcement of Gateway being awarded the second round of the Metallica Scholars Grant.

Gateway hosted members from a University in the Philippines. When looking for community colleges in the US to visit and learn best practices in the area of technical programs, they were told "Go to Gateway" by many people. We hosted them for two days and toured the iMET and Inspire Centers as well as the Racine and Kenosha Campuses.