



GATEWAY AS A LEADER

High School Partnerships

The High School Partnerships team has been very busy the month of December with the fall semester coming to an end. All dual credit students from fall 2021 received a Gateway Dual Credit T-shirt! We are now switching our focus to support spring 2022 enrollment, including hosting Start College Now Registration Events at five high schools & supporting our High School Academy Spring registrations. VANguard offerings are being finalized for both Spring 2022 and for the 2022-2023 school year, with many new VANguard courses being added in areas of Construction, IT, and General Studies. The High School Partnerships department received a new grant, WTCS-Youth Apprenticeship the grant will support expanding Transcribed Credit offerings to align with Youth Apprenticeship & to support high school students earning their CNA for Youth Apprenticeship. In December, we also hosted our Fall High School Counselor Lunch N Learn with over attendees. We look forward to the New Year and see what we can accomplish!

ACADEMIC AND CAMPUS AFFAIRS

Academic Operations

The scheduling office is busy preparing final academic course offerings for the kick off of Gateway's year round scheduling with the 2022/2023 academic year. This initiative is to allow students to plan their classes for the full academic year at one time. This also ensures students can have schedules that are conflict free which helps with retention and completion.

As we move back to in person meetings we have more external groups using our Gateway facilities hosting various meetings and events throughout the District.

The Gateway Follett Bookstores are ramping up and stocking textbooks and materials for the Spring semester. They received hundreds of shipments during the break and are working quickly to inventory them, get them on the shelves, and in the hands of students. Gateway is assisting with the costs to ship textbooks and materials to students during the Financial Aid book authorization period (12/16/21 - 1/31/22).

Kenosha Campus

Kenosha facilities has been working to install a more touchless restroom experience.

Exterior Column repair work continues around the academic building.

Construction on the HVAC lab and classroom will begin this month.

S100A will be back on-line as a meeting/conference room and available for use beginning Tuesday, 1/18/22.

Kenosha Campus and Horizon Center will welcome students to the Spring semester and host Gateway Days on Tuesday, 1/18/22 and Wednesday, 1/19/22.

Racine Campus

The Racine Facilities Team continues to work with the School of Health on the opening of the Lincoln Center for Health Careers for Spring 2022.

The Racine Campus Fire Suppression schedule for Spring 2022 and Summer 2022 has been set under the leadership of John Thielen.

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

58 students graduated from the 5.09 program in partnership with the YWCA of SE Wisconsin, RUSD, and City of Racine for the Fall 2021 semester.

The School of Pre-College and Momentum Programs received the IET (Integration Education Training) Grant for Spring 2022 from the Wisconsin Technical College System. Adult Basic Education Faculty and Certified Nursing Assistant Faculty will team teach two C.N.A sections for Spring and Summer 2022.

The School of Pre-College and Momentum Programs will launch the \$5.6 million Workforce Innovation Grant this spring in partnership with the YWCA of SE Wisconsin, Southeast Wisconsin Workforce Development Board, and Higher Expectations of Racine. The grant will allow the partners to expand the GED/HSED programming to Kenosha and Walworth counties with wrap-around services (e.g. math/reading skill building, job placement, childcare and transportation assistance).

School of Business and Transportation

The automotive and diesel programs are preparing submissions for the ASE Accreditation renewals (National Institute of Automotive Service Excellence).

The business programs are preparing to submit the Eight Year Quality Assurance Report for their ACBSP Accreditation.

The accreditations held by the Transportation and Business programs reinforce the value of the programs to the students and industries we serve.

School of Manufacturing, Engineering and Information Technology

Wendy Klemp successfully completed Microsoft Azure Fundamentals Certification. Kristen Cajka was on Spectrum news discussing the future STEM students at RUSD REAL high school.

<https://spectrumnews1.com/wi/milwaukee/news/2021/12/09/racine-r-e-a-l--students-getting-college-credits-while-in-high-school#>

COMMUNITY AND GOVERNMENT RELATIONS

Community and Government Relations

We continue to work on the final touches for the Lincoln Center for Health Careers. The remaining furniture will be delivered this month and the graphics hung.

Conversations have begun around the spring community events, both Earth Day and Eco Fest.

The office is currently working on coordinating visits with our elected officials in both Madison and DC.

Marketing

Marketing for Gateway's Promise and SC Johnson STEM Scholars programs for high school students is moving forward through the spring until the application deadline including supporting the recruitment team's efforts with targeted mailings, digital ads as well as event promotion and printed materials.

Spring semester push marketing and advertising will continue into January including promotion of the January Fast Track event. The spring push has also included the opportunity to highlight the success of Gateway graduates through sponsored stories with area newspapers including [Logan Jeppesen](#), [Laura Valeriano](#), and [Jimena Murguia-Espino](#).

The team is working with all of the college's programs of study through our annual program review process to ensure programs have the opportunity to review key marketing pieces for their programs such as website, program video, photos and print materials ensuring materials are accurate and effectively marketing each program.

Foundation

Gateway Foundation thanks our donors whose generosity transforms the lives of students every day.

As of December 31, 2021, 324 donors chose to help Gateway students through the Foundation by contributing \$194,585.

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.

The Foundation is grateful to the following organization donors for their kind support:

- Good Foods Group, LLC (\$4,500) for Short Term Training fund to support a student enrolled in the Academy of Advanced Manufacturing 8 week certificate program

- Lab Midwest (\$4,500) for Short Term Training fund to support a student enrolled in the Academy of Advanced Manufacturing 8 week certificate program
- Racine Community Foundation (total of \$3,700) for the Grace K. Plude Scholarship (\$1,400), Grace Meyer Memorial Scholarship (\$2,800) and Jennifer J. Diner Women in Law Enforcement Scholarship (\$500)

It also deeply appreciates SC Johnson Giving, Inc. for their generous \$1,100,000 pledge payment for the SC Johnson STEM Scholars Pathway and Gene Haas Foundation for their generous \$125,000 pledge payment for the Promise 2 Finish Program.

In the first half of FY2022 (July- December), the Foundation awarded nearly \$5,200 in emergency grants to 10 students facing urgent financial challenges. The most common request was for tuition assistance. We recently received this note from a grant recipient, who was struggling to keep up with monthly expenses and her tuition payment plan due to a needed car repair: "Thank you so much to the Foundation for the emergency funds! You guys just don't know how these funds are going to help me!!! Thank you again."

More than 20 volunteer application reviewers (including faculty, alumni, Foundation Board members, and community volunteers) read and evaluated 417 Continuing Student scholarship applications in October and November. In December, the Foundation was able to offer 235 scholarships totaling \$228,149 to 180 students.

The Foundation welcomed a small but enthusiastic group of Red Hawk Circle members to our second (Virtual) Coffee with the President on December 17th. These dedicated donors (who each received a special delivery of Bayfield Coffee, produced by Gateway's own Achille Infusino, prior to the event) enjoyed catching up with one another and hearing exciting College and Foundation updates from Bryan Albrecht and Jennifer Charpentier.

It looks forward to scholarship recipients and donors joining us our Annual Scholarship Awards Ceremony on Saturday, February 5th at the Madrigano Conference Center, Kenosha campus. In light of the ongoing pandemic, this event will have reduced capacity. A live stream option will be available to friends, family and the Gateway community.

The Alumni Association will welcome Gary Krause to the Kenosha campus on February 25th as we relaunch the Alumni Speaker on Campus series. Gary earned his associate degree in Nursing in 1989. Gary, who founded EKG Concepts in 2010, will share his story of overcoming challenges and how his education at Gateway fueled his professional achievements.

The Foundation & Alumni Association ended 2021 with 538 Facebook followers (Foundation), 90 Twitter followers (Foundation) and 63 Instagram (Alumni Association) followers.

Save the Date for Foundation's annual Golf Scramble will be held Thursday, May 26, 2022 at Hawk's View Golf Club.

WGTD

To begin the new year, WGTD tweaked its morning drive format in order to add more local and regional news. Local news can now be heard four times an hour during NPR's Morning Edition. Network 'windows' at :19 and :42 past each hour have been repurposed to include short newscasts, supplementing existing local 'casts at the top and bottom of the hours. We hope this change will better serve our listening audience.

ENROLLMENT

Spring enrollment continues and is currently positive -0.8%. Year-to-date enrollment, including summer, fall, and spring is -0.9% serving 584 more students than this time last year. Outreach and connections with both returning and new students continues for the spring semester.

FINANCE, ADMINISTRATION & FACILITIES

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: City of Kenosha and Village of Bristol.

City of Whitewater Tax Increment Districts 4, 5, 6, 7, 8 and 9 Closed in 2021

These tax increment districts funded over \$21,000,000 in investments within the City of Whitewater that realized \$96,579,500 in taxable property value growth since their formation. Projects funded include the extension of Starin Road, the build-out of the Business Park and the construction of the Innovation Center. Gateway Technical College received a check in the amount of \$27,129.61 which represents the college's proportional share of the surplus fund balance after retiring all district expenses and liabilities within TIDs 4-9.

FY 2022 - 2023 Budget Preparation Update

Budget Officers are using the month of January to work on their budget submissions for the FY 2022-23 Budget. Budget submissions are due January 23, 2022. In addition, the Budget Office will provide a FY22 mid-year update as well as a FY23 budget planning update at the Administrative Inservice scheduled for January 24, 2022.

Annual WTCS Procurement Review

The procurement team recently received the final results/recommendations from the WTCS annual procurement review. The original review was scheduled for May, 2020 but due to the pandemic was delayed until August, 2021. In addition, WTCS reviewed two fiscal years, both 2018-19 and 2019-20. The procurement team met via zoom with the WTCS office to confirm and then will implement the recommendations contained in the response letter. The procurement team is happy

to announce that there were no procurements out of compliance with applicable WTCS laws, rules, and guidelines. The next review will be in approximately 3 years.

Grants Update

The new Workforce Innovation Grant has been awarded. A meeting was held with the Department of Administration to discuss some of the grant requirements and as we await the finalized paperwork, we are beginning initial preparations to hire a grants accountant to assist in the administration of the grant.

Debbie Lewis assisted the Institutional Effectiveness grants team in the preparation of applications for the WTCS 2022-23 state grants. The applications have been submitted and we are awaiting notification of approval which should occur in March after the WTCS board meeting.

Workforce Advancement Training and Emergency Assistance grant proposals for the WTCS will be submitted in April 2022.

Currently, the Business Office grants team is modifying and creating the grant Personnel list based on proposals and sharing with the Director of Budgets & Purchasing to incorporate into the college's budgeting process.

Facilities Projects

During the break in the Fall and Spring semesters, the college completed a touchless restroom project to help combat the spread of COVID-19. This involved changing out all flush valves on toilets, modifying sinks and swapping out soap and paper towel dispensers to all be touchless. This will drastically reduce touch points in our restrooms to help support safety throughout the district. Additionally, in the final two weeks of the Lincoln Center for Health Careers project with final punch list items being completed. The final furniture delivery is expected to arrive on 20 January.

The facilities team continues to prepare for the launching of Spring and Summer projects that include remodels in the Refrigeration and Law Enforcement areas of the Kenosha Campus, parking lots repairs in Kenosha, Burlington and Racine, as well as HVAC upgrades on the Kenosha campus and Horizon Center.

Facilities Operations

The facilities team is hard at work preparing the different campuses for the start of the Spring semester through the completion of small projects including the deep cleaning of carpets, stripping/waxing of floors and painting to ensure our students have a great learning experience. In addition, we are also preparing all classrooms for the semester with supplies of disinfectant, paper towels, hand sanitizer and KN-95 masks to help combat the spread of COVID-19.

Safety and Security

The Security team continued its focus to help keep our campus community safe through increased training on Active Shooter Response training for all the campus security supervisors. With this additional training, we will be able to offer focused training to each of our campuses with certified trainers from ALiCE.

Continued efforts are being made to enhance our safety compliance efforts through our partnership with US Compliance and their team of safety consultants. Multiple site visits have been made in December and January to help identify priorities of work and policy updates to help ensure the college operates at a high degree of environmental and safety compliance.

HUMAN RESOURCES

John Frost represented the college at Rotary Kenosha and continues to send birthday emails to employees.

Magan Perez participated in a Higher Education Roundtable for HR Leaders hosted by Quarles & Brady.

The voluntary vaccination incentive ended on December 23, 2022. The Covid Response Team is currently in the process of validating the documentation. The final numbers will be available by the end of January. The Employee Clinic continues to provide covid testing on Mondays & Thursdays.

INSTITUTIONAL EFFECTIVENESS

As we start 2022, the Institutional Effectiveness Division is looking forward to many exciting projects. We will begin seeking nominations for the 2021 Outstanding Employee Awards, awarded in March 2022. We will prepare to form work teams to prepare for our next review by the Higher Learning Commission in 2024. We will begin creating our next 3-year plan to deepen our strengths-based college culture. And our departments will continue to support grant development, curriculum, and research throughout the year.

Pathways and Program Effectiveness

The Director of Career Pathways and Program Effectiveness and Gateway's registrar staff met with academic leadership and the registrar from UW-Parkside to discuss program requirements for the new Liberal Arts – Associate of Arts and Liberal Arts – Associate of Science programs. During the collaborative discussion, several items were addressed including minimum grade requirements, graduation requirements, and key registration notes students need to be aware of when enrolling in these programs.

The program effectiveness team supported all programs in the School of Protective and Human Services in completing the program vitality plan process. This process is completed every three years to assess the current performance and overall health of our programs and allows programs to develop a three-year action plan supported by data and evidence. During the spring 2021 semester, program faculty completed an environmental scan, reviewed program performance data from 2019-20, and had in-depth discussions with advisory committee members on the future state of employment in our district. During the fall 2021 semester, programs reviewed 2020-21 performance data, completed a SOAR analysis, and converted identified areas of focus into a three-year action plan. The plans are currently being reviewed by the Director of Career Pathways and Program Effectiveness, who will provide feedback

on plan strategies. Once their plan is approved, program faculty will begin addressing action plan items with the support of their dean.

Employee Learning

Employee Learning worked with the Business Office to implement new Payment Card Industry (PCI) compliance training. Any business accepting credit cards as a form of payment must follow PCI Security Council standards. Employee Learning is able to offer this training through Red Hawk Tech and provide reports on the completion status of staff assigned the training to help prove compliance with the industry standards.

Employee Learning was also able to assist the Business Office in developing a method for students in specific courses to access PCI training via Blackboard. Additional compliance training, including Family Educational Rights and Privacy Act (FERPA) and Red Flag Rules (addressing identity theft), will also be updated.

Organizational Excellence

Organizational Excellence continues to make progress in data accuracy submitted in the Client Reporting system at the WTCS portal. This quarter's AEFL data submission was noticed by Ken Konruff with WTCS and according to Ben, it looks much better.

The year end contract reporting was submitted on November 30, 2021, and was error free. Dawn Hermann and Alan Pinkerton were essential in getting this completed on time. We did identify an issue with the amount billed on high school contracts and have worked with the high school team (Katie Graf, Sam Duczak, Mary Appenzeller and Kim Enright) on getting that resolved. Our year end reporting will be better next year!

UFFAS reporting was submitted on time, December 15, 2021. A big thank you to Chris Ziarko and Alan Pinkerton for working to get this done.

IPEDS Fall Collection was closed timely on October 13, 2021. Thank you Chrystal Moez for getting this done. The Winter and Spring Collections are open and due in February and April. IPEDS quality initiatives have begun. The data owners have been asked to identify fully trained backup in case they are unable to serve. They have been asked to document their process for completing the surveys they are responsible for. We have begun an annual review process of changes made to the surveys and FAQ documents to ensure we are pulling data according to the latest instruction.

The Organizational Excellence intranet page has been folded into the Institutional Research page. There you can find information on Client Reporting, IPEDS Reporting, Outcomes Based Funding and Process Improvement. There are PowerPoint presentations, analysis documents and templates to help you learn and understand the state and federal reports we submit as well as documenting departmental process and process improvement projects.

LEARNING INNOVATION DIVISION

Information Systems

Updated multiple systems to mitigate the log4j vulnerability.

Colleague Self Service has been updated to version 2.33.1 and the WebAPI to 1.33.1.

Began the implementation of Ellucian Analytics.

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

TechOps

The Infrastructure and Network teams have been busy preparing the newly expanded and remodeled Lincoln Center for Health Careers for the upcoming grand opening.

The Infrastructure team is using the semester break to replace some failing intra-campus fiber on the Kenosha Campus.

With our ongoing effort to simplify our network design we have removed the ECP (Every Child's Place) network closet from our network infrastructure. That closet had no cooling or airflow and is primarily a storage closet for ECP. The network equipment for ECP has been relocated to the server room in the Inspire Center.

Our Managed SOC (Security Operations Center) partner has begun ramping up our service. We already have nearly 2,500 devices being monitored 24X7X365 on the network. The service will be fully up and operational in the next 45 days.

User Experience

Sylvester Williams has joined the Multimedia team as an Infrastructure/Computer Technician due to the retirement of Ricky Jones. Sylvester officially started this new position on January 3rd.

The multimedia team has been working on various projects, including setting up equipment in the Racine Lincoln building for that remodeling project.

Distance Learning has been working on multiple integration projects, including Qwickly and ByDesign. There has also been a large amount of cross training taking place since we currently have 2 Distance Learning technicians due to the VOICE Grant.

Campus technicians have been busy preparing for the spring semester. One upgrade taking place is replacing the wireless cards on the Racine Technical Building 3rd floor to take advantage of WiFi6 infrastructure that is available with the access point upgrades. This should give these computers a more stable wireless connection and increased speed.

Campus technicians have also been getting all of the equipment used for student distribution prepared and handed off to the campus libraries so they can take over the distribution of items to students.

Christopher Arroyo has begun his Gateway career as a Computer Support Technician. He is located on the Racine campus and his main responsibilities will be supporting the Nursing program with the Human Patient Simulators. While he is located on the Racine campus, he is responsible for all HPS throughout the District.

The Help Desk team has been very successful in handling calls coming in. The number of calls that have been going to the off-site help desk dropped 60% comparing July - December 2020 and July - December 2021.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

Admissions

The Admissions team has had a productive December. The team is continuing to maintain a 2 day processing time frame and has processed just shy of 400 documents as of 12/21/2021. We are working on new internal processes to identify students who could be admitted to Nursing Assistant as well as processes to provide for equality in our conditional acceptance process. Marketing and Recruitment is beginning for the AA/AS. As of 12/21 we have 21 applications (11AA/12AS) with one student already admitted!

New Student Specialist (NSS)

The Recruitment Team spent much of December showcasing programs and facilities. Multiple information and application sessions regarding the new AS & AA Degrees were held both in person and virtually. Fast Track was held early in the month to assist students in getting prepared to start in the spring semester. The event was hosted at the Racine Campus and yielded 54 students. Roughly 60 Tremper High School students enrolled in health occupation courses attended a virtual tour of the Inspire Center. In early January another Fast Track event will be held at Kenosha.

Financial Aid (FAO)

Financial Aid was busy working on setting up the 2022-23 award year in Colleague. Students were provided the opportunity to consent to the use of the HEERF Student portion to cover outstanding balances for Spring/Summer 2021. We also made available HEERF Student Emergency funding for \$500 cash payments to students or assistance with paying current tuition balances for Fall 2021/Spring 2022. There are currently 69 awards totaling \$61,670 pending for tuition payments for spring 2022. 523 students were awarded for Fall 2021 in the amount of \$270,590 in \$500 cash payments or tuition assistance for Fall 2021. 115 students consented to using HEERF funding to pay past due balances for summer 2021 in the amount of \$82,993. 127 students consented to using HEERF funding to pay past due balances for spring 2021 in the amount of \$113,852. Financial aid began to approve Satisfactory Academic Progress (SAP) appeals for students who met or exceeded 150% (M150) of the length of their programs. Students can now appeal each term they maintain the other SAP requirements and submit an M150 SAP Appeal. 96

SAP Appeals were reviewed during the month of December. The FA Office closed out the 2020-21 Direct Loan program year. Updating the FA Policy & Procedures manual is an ongoing project for the FA Office. Team members have worked to make decisions on how to implement changes to the R2T4 process; choosing to establish and implement a Freeze Date.

Student Finance Specialists (SFS)

Student Finance Specialists (SFS) continue to meet with students interested in attending the spring 2022 semester. Several team members assisted in the reviewing of HEERF student emergency fund applications. Team members supported the Fast Track on the Racine campus providing financial aid assistance to 23 students. Team members began scheduling workshops and events for the 2022-23 school year.

Student Accounts

Student Accounts has been conducting outreach to over 700 students to connect them with HEERF debt relief opportunities! Our goal is to connect with students to have them complete the application by January 12th!

Academic Advising

Academic Advising will be starting our spring 2022 ADVISE messages campaigns. We just team campus pictures to incorporate in our student messages.

Career & Employment Services

The Academy for Advanced Manufacturing Reverse Career Fair - CES/BWS partnered to host the AAM Reverse Career Fair. 8 students and 13 employers attended the event. Andis, Badger Meter, Modine, Insinkerator, Deublin, AbbVie, Good Foods, and Five Star Fabrication were some of the employers who attended. CES staff attended the Racine Fast Track event speaking with prospective students. CES served as mock interviewers for Kelly brand's Marketing class. CES staff (along with the Kenosha Career Centers of UWP, Herzog, and Carthage College, KABA, and RCEDC) hosted listening sessions with Jen Devor Consulting to learn about a new talent retention strategy for our tri-county area (Walworth, Kenosha, and Racine). There were three listening sessions that included: a. Employers b. Higher Education professionals' c. Arts/Culture organizations.

CES/Recruitment/High School Partnerships hosted pre-apprenticeship students at Educators Credit Union to discuss program opportunities at Gateway as well as learning about employer partnerships. CES is part of the planning committee for the upcoming African American Youth Empowerment Conference in February.

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 participated in a ACTE Vision (New Orleans, Dec 1-3rd) pre-conference session focused on Advanced Manufacturing and how to better engage K12 partners in this area so more students are aware of the career opportunities

available to them in the manufacturing sector. Gateway's dual credit work with our local high schools and focus on engaging K8 student experiences was presented.

Gateway continued its work with the Lumina Foundation, NC3 and Snap-on while participating in a benchmarking exercise around NC3 Centers of Excellence at the Horizon Center on December 9th. These results were reported to Lumina via a meeting at a partner college, Lawson State Community College in Birmingham, Alabama on Dec 13-14th. Lumina is very interested in the NC3 model and how it continues to transform Career & Technical Education.

On December 14th Gateway hosted a team from Kaskaskia College in Centralia, Illinois for a campus tour. Their Dean of Career & Technical Education, Traci Masau, brought a group of faculty to learn more about our partnership with NC3 and Snap-on in our Automotive program. Even going into its 15th year of operation, the Horizon Center continues to be a nationally recognized benchmark in automotive training and industry partnerships.

Barber/Cosmetology Apprenticeship

Haircutting and styling has a lot to do with technique and a lot to do with creativity. Apprenticeship instructor, Albe Heinen assigned her students the task of decorating mannequin heads.

To share the talents & creativity of her students, Albe allowed the greater Gateway community to decide which student best met the assignment: Decorate a mannequin head, applying the rules of proportion and creativity.

And the winner is: Valerie Perkins



Voting response was overwhelming with many Gateway employees commenting on how hard the decision was. Here are the rest of the amazing entries:



RYOCF

Nine youth offenders currently housed at RYOCF (Racine Youthful Offender Correctional Facility) have a new lease on life, each one of them earning a 15-credit Mechatronics Certificate.

As is always the case, it takes many hands and incredible devotion to envision, plan and execute a program of this magnitude. Instructor, JD Jones spent 400 hours face-to-face with RYOCF students. Nine started the program and nine finished! Behind the scenes, and for months prior to the program launch, Robin Widmar and JD worked with the Department of Corrections, spending countless hours coordinating the build-out of the mobile mechatronics lab while creating the program and taking care of every detail to ultimately pave a new path for these individuals.

One of the unsung heroes of this program is Math Instructor, Larry Kirkwood. Larry works with RYOFC students prior to the actual start of the Mechatronics courses. Not only does Larry ensure the students have the math skills they need to be successful in manufacturing, he helps prepare them for the rigors of the coursework and for life beyond the correctional facility. Larry works to guide these individuals, helping them see value in themselves and in the work they will be trained to do. For many of the students, Larry's efforts result in confidence and motivation – traits that are foreign to many of them.

Building on that momentum, and with the mindset of helping these students now and in the future, Adjunct Writing Instructor Kert Acklam focuses on writing skills. Beyond constructing a basic email, Kert teaches them to express themselves through the written word.

Tyler Wells is one of the nine program completers. He says this program has changed his life. "...all my plans were very non-social, they're criminal in nature when I got released. When I came to this program, my entire change of mind completely changed. It taught me perseverance and really taught me to have hope for the future."

The Mechatronics portion of Cohort #2 kicks off on January 10 followed closely by the Applied Math I and Writing Principles portions of Cohort #3 starting on January 19.

Gateway Industrial Design Fab Lab



December is time for our annual ornament workshop. Participants used laser and 3D printers to make inlay ornaments from left over acrylic, and vinyl for door decorations.



Fab Lab held a lightsaber workshop with Racine Area Homeschool Group, and will be expanding classes as well as doing laser certifications next month.



And the Fab Lab assisted students with the next steps in the “Haribo Manufacturing Challenge.” Students are formulating the steps for marketing their gummy mold idea.



Teams have been refining their concept, and will move to CNC carving their models

next month. Students get to hear from industry experts in manufacturing as they formulate their final presentation to Haribo, over the next semester.

OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)

Appalling misunderstanding of DEI

Tina Shanahan

Dec 17, 2021

It's disappointing to see the admirable concepts of "diversity," "equity," and "inclusion" (DEI) treated as controversial or political. I believe this stems from a misunderstanding of DEI initiatives. Hear me out as I address some misconceptions:

Myth: Diversity refers only to race

In fact, we are all diverse. Diversity includes race, socioeconomics, gender, ability, mental health, interests, age, religion, etc. DEI initiatives use data to identify inequities for specific populations, which includes racial categories, but DEI promotes inclusion and equity for diversity in all its forms. **Myth: People with privilege should feel guilty.** The truth is that we all have varying degrees of privilege. Individuals with light skin, financial stability, mental health, able-bodiedness, etc. have privilege when institutions or systems have been established by and for people who share those characteristics. Acknowledging points of privilege is not meant to create guilt or diminish hard work, only to examine ways to make places and processes more accessible to those who don't share the same privileges.

Myth: Discrimination and inequity is part of our past, not our present

Unfortunately, racism, sexism, ableism and other forms of discrimination still exist. At times, discrimination and biases are overt, but often they come from generalizations made due to limited experiences. DEI initiatives aim to foster a deeper understanding for those different from ourselves in order to push back against the biases and stereotypes that lead to discrimination.

Myth: DEI is not my responsibility

While it may be tempting to pass off the work of creating inclusive spaces to community organizations and churches, we can each make an impact in the roles we hold.

Myth: Focusing on diversity divides us

We're all diverse. We all have various privileges and barriers. We can all work toward creating spaces where difference in all its forms is acknowledged and valued. Diversity, equity, and inclusion unites by focusing on the benefits of learning and working with others. Creating an equitable and inclusive environment for working and learning is not indoctrination or an agenda. It's just respecting and elevating our fellow humans.

Tina Shanahan is a communications instructor at Gateway Technical College.

TRiO Services

What a Great Fall Semester Wrap-Up for the TAG Program

See what we did there? "Wrap-up", as in holiday wrapping?! As TAG continued the Fall semester and wrapped up the semester, the program continued to meet in a blended/hybrid format. TAG continued to offer services in person and on zoom.

In November, TAG Students attended Gateway's LGBTQ+ History Month's Virtual Drag Show. It was a great time for students to take a break from their studies

to attend what may have been something new for most of them. TAG also hosted the Student Life department as special guests at the November TAG Advisory.



Student Life shared the importance of student involvement on campus and also more information about the upcoming Gateway Student Ambassador program. TAG is hoping that some of our students apply.

In December, the TAG students received Finals/Holiday Snack Bags, which were full of instant coffee, instant caffeinated powder, hot cocoa mix, snacks, hand sanitizer, lip balms, fuzzy socks, face masks, and Rocketbooks!



These pickups happened during our annual TAG Holiday Get Together, which was in-person this year. The TAG holiday event was held three different times, on each main

campus, during that first week of December, in order to give more students a chance to participate. Students socially distanced themselves while sipping on hot cocoa, snacking on holiday cookies, listening to holiday music, coloring holiday grown up coloring sheets (for stress relief), and having some great conversations.



In December TAG was also able to have it's first in-person field trip to the Racine Theatre Guild since the pandemic began. TAG program students

had dinner at Asiana Korean Restaurant in Racine and then followed that with attending Racine Theatre Guild's production of A Christmas Story.



Though many TAG students have seen the movie, it was many of their first time at the Racine Theatre Guild. The food was great, the company was great, it was an awesome experience.

The Fall semester ended with news that some TAG participants were awarded Gateway Foundation Scholarships!! TAG is excited to report more on that in the next President's report.

So whether the TAG Program is virtual or in person, participants stay busy. The TAG Program looks forward to the next President's report.
#TRiOWORKS