



GATEWAY AS A LEADER

Employee Learning

In May, Employee Learning focused on preparing for the summer semester. Finding opportunities for faculty to learn more about providing online instruction for students was critical. Faculty teaching virtually this summer who had no previous online instruction experience were asked to complete Best Practices for Online Teaching offered free of charge through NISOD. Even some more experienced faculty elected to take the course and reported it to be worthwhile. In addition, Employee Learning has been working with the Gateway Preparedness and Stabilization Committee to develop "Red Hawk Return" training to prepare staff for requirements of returning to campus after the COVID-19 pandemic.

ACADEMIC AND CAMPUS AFFAIRS

School of Manufacturing, Engineering, and Information Technology

We are pleased to share with you the attached thank you letter received from the client the Morocco International Bizsquad group was working with this spring. The instructors are not only proud of the work the students completed, but also of how well they persevered considering they had to work through the pandemic, adjust to Zoom class & client meetings, and receive the disappointing news that our travel plans to Morocco have been postponed for another year.

Thankfully the students pulled it together and have put together a very nice social media package that includes training videos, instruction manuals, and a fundraising option (coming soon). They also created a new logo and translated some brochures into Spanish for the Dementia Friendly Community Initiative of Walworth County. If you are interested in following the social media sites or checking out the student's work so far here are the links:

<https://www.facebook.com/DementiaFriendlyCommunityWalworth>,

<https://www.instagram.com/dementiafriendlycommunity/?hl=en>.

Here is a link to the thank you letter received:

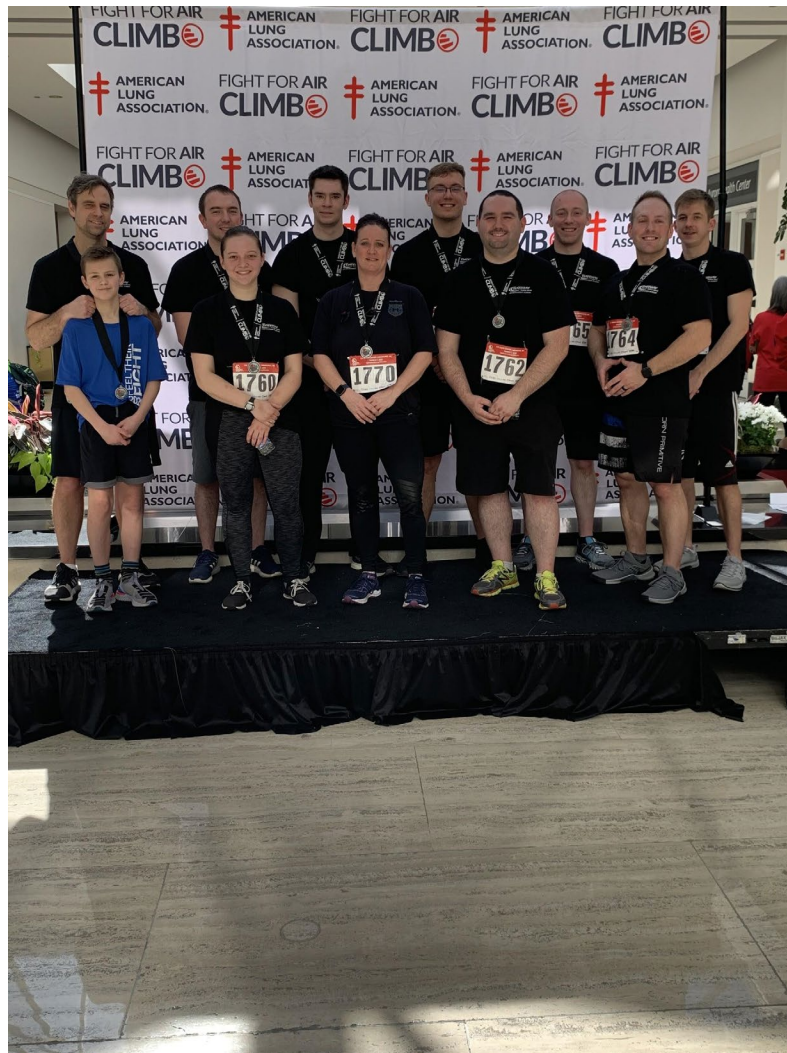
<https://docs.google.com/document/d/1Z3-lqOr70TfNMQLU0ViUN7YDeQIOYEGI/edit>

School of Protective and Human Services

The School Of Protective and Human Services began the summer classes with about 150 sections, of those sections about 50% have some form of on-campus presence.

The Barber /Cosmetology team has received notice from the Department of Safety and Personal Services (DSPS) approving their use of virtual learning and hours counting toward student licensure.

LEA - On March 7th, the recruits, instructors, and the director participated in the Fight for Air Stair climb fundraiser for American Lung Association, climbing the 47 flights of the Bank 1 building in Milwaukee. The team raised \$1800 and won the law enforcement division. Below is a picture of the team.



Beth Dugan, Hospitality program instructor and chair, along with a team of local hospitality professionals created a series of virtual workshops on helping the hospitality industry reopen during the COVID-19 pandemic. Click on links below for more information.

https://www.gazettextra.com/news/business/after-coming-to-screaming-halt-sessions-aim-to-help-hospitality-industry/article_e3008f12-0119-5dbb-804d-a62e11129d8e.html

Future Business Model

<https://www.youtube.com/watch?v=fG0dbSa2XTw&feature=youtu.be>

Public Health

<https://youtu.be/mtB84WbLrhI>

Future of Industry – what do you need

<https://youtu.be/8oD1NCqeUpw>

Pre-College Division

The first Promise 2 Finish (Adult Promise) workshop was held on 5/28/2020.

106 Promise students from the third cohort are registered for summer 2020 courses.

The Comparative Study of DRC TABE 11 & 12 (Online) to GED Ready Test Scores conducted by Craig Schambow, Chair ABE, is being used by Wisconsin DPI to ascertain readiness to start college courses.

146 students are registered for the Promise Kickoffs (Fall 2020 cohort).

Burlington Campus

EMS is finishing up the paramedic day and evening cohorts late this month. The summer EMT Basic class has a record number of 60 students enrolled. The class was split into two sections.

Elkhorn Campus

Summer construction work continues on the Elkhorn campus with the Chiller replacement and the exterior work on the Vet Science Building scheduled to be complete by mid June.

COMMUNITY AND GOVERNMENT RELATIONS

Marketing

The Marketing and Communications department has been working to help create memorable virtual graduation events for our program and GED/HSED/AHS students. You can view the virtual commencement ceremonies online: [Commencement Ceremony](#) and [GED, HSED, Adult High School graduation](#)

The Marketing team has been working with various groups at the college to support the transition of many events such as Red Hawk Days, Promise Kick-offs, Middle School Expo and Open House to a virtual format. Communicating these opportunities to students, providing video, web and marketing support.

Fall semester enrollment marketing efforts are beginning including development of billboards, print, and digital ads to promote our Virtual Open House in July. The Fall Semester all postal mailing has been sent to print and will be delivered to home in early July. In addition, working to promote opportunities at Gateway to continuing students, visiting year students, transfer students, and dislocated workers.

Foundation

We are grateful to our 444 donors who choose to support Gateway students and the community through Gateway Foundation.

As of May 31, 2020, the Foundation has raised \$ 905,311. 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.

Our thanks to the following organizations for their support May:

- 1335 Foundation \$3,000 (Mission Fund)
- Anonymous \$4,000 (COVID Fab Lab Supplies)
- Gateway Association for Career & Technical Education \$1,374 (Student Emergency Funds)
- Tenuta Trust Fund \$1,260 (Tenuta's Delicatessen Scholarship)
- Snap-on \$11,471 (Snap-on STEM Initiatives)
- Kloss Fund \$55,000 (Kloss Fund CNA -- \$15,000; Kloss High School Hydroponic Project -- \$40,000)

We also received a generous pledge from the SC Johnson: A Family Company \$539,660 (High skilled Occupations for Professional Employment Grant– HOPE Grant)

Last month, there were nearly 300 engagements across the Foundation and alumni social media platforms, as well as three donations on GivingTuesdayNow in early May.

As a result, donors, alumni and members of the community have stayed connected and informed about Gateway's response to COVID-19, and about the ways that the Foundation helps students in crisis.

We have provided over \$2,000 in emergency funds since mid-April and the applications continue to come in. In early May we reminded students of the Student Emergency Funds via the Source Student Newsletter and have seen an increase in the number of queries and the applications. The Student Emergency Funds have helped keep students in class, have provided groceries and rental assistance.

WGTD

Looking out for the safety and welfare of our audience is WGTD's most important obligation. That's why we work hard to stay ahead of potential severe weather, and why we've put so much effort into covering all angles of the pandemic and the issues raised by George Floyd's death and the ensuing civil unrest. Coverage has been available over-the-air and on our website and Facebook pages. We will continue to follow these stories locally in our newscasts, on *The Morning Show* and during our Saturday morning public affairs programs.

ENROLLMENT

FY20 enrollment, including summer 2019, fall 2019, and spring 2020 enrollment has held steady and is down -1.5%. Summer 2020 enrollment has made gains again over the past weeks and is down -8.5%. Personal connections to fall enrolled

students and prospects has begun.

FINANCE, ADMINISTRATION and FACILITIES

Facilities

The facilities team has been busy working to ensure all CDC cleaning and disinfecting guidelines are maintained to ensure a safe learning environment. With a partnership with Human Resources, the facilities team is constantly working with any suspected COVID-19 cases to ensure our students and staff are carefully screened and worked with while following-up with appropriate Disinfecting.

The facilities team has partnered with Riley Construction to create plexiglass barriers for our public facing divisions (i.e. Student Services, Testing, Tutoring, Library and Learning Success). This will help provide additional safety support when those services open back up. We are always working with vendors and partners to ensure there is always enough PPE for our students and staff.

All remodeling projects are progressing well, with the Academic 2nd Floor project remaining on Schedule. The Vet Sciences Building work was completed the week of 6/10/2020 and so we are in the process of turning the building back over to the program.

Security

The security team has been busy working to support the college's policy changes with respect to the wearing of a face covering and social distancing. We provide reminders for our community members to ensure that we are in class safely.

FY 2020-21 Budget Process Update

College leadership is proud to present a final preliminary FY 2020-21 Budget. Leadership used the extra month and took great care to consider all of the challenges we are facing in these unprecedented times. This budget process has been extremely challenging and fluid and we will continue to closely monitor it in the coming months. Once approved the budget will be forwarded to the WTCS by June 30, 2020. Thank you to everyone who put a tremendous effort into this year's process.

Grants Update

The Grants team is preparing for the auditor's visit this month regarding all the grants and drafting a preliminary copy of the Single Audit. Grant budgets are being created along with the set up of new general ledger numbers once the official award letters are issued by the Wisconsin Technical College System. The Permanent Employees List of grant funded individuals for FY21 has been created and forwarded to the Human Resources Department for updating in the system for correct allocation on the first payroll in July. Grant proposals for Workforce Advancement Training grants are in process and ready for submission to WTCS by June 15. Training is ongoing for a change in grant personnel in the Business Office this month. The team continues to provide ongoing support of financial resources regarding the grant management and exploration of new funding opportunities.

Preliminary Year End Audit

It's hard to believe it is that time again! Gateway's preliminary year end audit is set to begin the week of June 22nd. Our external auditors will be performing this audit completely virtually for the first time. The Business Office is gearing up for the busy season!

HUMAN RESOURCES

COVID-19

The Voluntary Retirement Incentive Program (VRIP) was introduced to the college. Jacqueline Morris and Magan Perez to conduct Q&A webinars related to the Voluntary Retirement Incentive. Magan reached out to those eligible for the program to communicate the parameters around the program. Twenty letters of intent were received. Magan proceeded to draft separation agreements and distribute them to those that had provided intent to retire.

Jacqueline Morris, Magan Perez, Tom Cousino, and John Frost conducted various meetings to develop return to work guidelines for the college.

Jacqueline Morris facilitated and Magan Perez and John Frost served on the GPS committee and sub-committee to develop and review the question and answer style format of information that will be provided to employees and students related to COVID-19.

Open Enrollment

Benefit open enrollment from medical, dental, and vision closed on 5/8/2020. Participant changes have been submitted to the insurance companies for update.

Leadership Kenosha

Magan Perez graduated from Leadership Kenosha. The project this group worked on was collaborating with United Way to help create a small business circle for giving and donating called Live United 365.

Evaluations

Selina Bohn continues to schedule meetings via Zoom to assist with the navigation of NeoGov and the completion of evaluations.

Selina also made an introduction to Bill Anderson explaining compensation philosophy, evaluation process, and employee movement or changes process. John Frost coached an Associate VP through a difficult evaluation and helped develop a performance improvement plan for an underperforming employee.

Training

Selina Bohn a three day MRA Training: Supervisor and the Law. Topics discussed during the training: role of the supervisor, accommodation requests by employees, harassment prevention, and effective documentation.

Lisa Guerrero has completed interview and bias training for two new managers. Lisa reviews the training with interviewers before they participate in their first interview

committee.

Lisa Continues to work with the State Systems office to develop WTCS statewide interview and bias training.

Process Enhancements

Selina Bohn met with Student Services Leadership to discuss the impact of employees moving from one department to another as well as changes to employee responsibilities and responsibilities. At this meeting she discussed the importance of communication with HR to ensure that data and organization of our human capital is consistent and accurate.

John Frost worked with Steve McNaughton to collect and organize documentation needed to finalize cleanup of missing work and errors for WAT Grants.

INSTITUTIONAL EFFECTIVENESS

The Institutional Effectiveness team continues to support our college operations from home this summer as we plan our gradual return to campus. We proudly congratulate Sean Riordan and Stephanie Slater for completing the Gateway to Leadership program in May. We are happy to welcome our new program effectiveness specialists, Theresa Chisari and Sam Lopez, on June 8. And we wish our program information specialist Jeff Johnson all the best in his retirement on July 8. We owe him a party when we can all be together again.

Impact Program Coordinator Madeline Carrera organized a donation of 166 pounds of food from our Food for Thought pantry to the Shalom Center. Maddie will have an article on virtual volunteer opportunities in the Kenosha News in the coming weeks.

Career Pathways

The Director of Career Pathways and Program Effectiveness worked closely with faculty from the School of Manufacturing, Engineering, and Information Technology (MEIT) to finalize the first half of their Program Vitality plans. The plan provides faculty the opportunity to analyze program data and conduct research on environmental factors impacting their program in order to design data-driven enhancement strategies. The School of MEIT faculty reviewed information from a variety of local and national sources related to topics such as future technology trends, regional demographics, industry growth, and employment opportunities, and used that information to identify potential impacts to their programs. This information will be utilized again in fall 2020 as faculty conduct a SOAR analysis and establish improvement activities based on their research.

Institutional Research

Institutional Research worked in collaboration with Marketing to ensure timely update of our intranet site to meet with their standards and provide clear information to the college. This provided an opportunity to review our current intranet site and improve upon it. One example of this redesign is the Compliance Reporting page. This page provides a brief introduction, common measure areas and types, and the

cycle of reporting. This project was successful due to the support and expertise of Kathy Tenaglia, Sabrina Miner, and Sean Riordan.

Common Measure Areas	Types of Measurements
Enrollment Trends	Fall Enrollment, Annual Student Headcount, and New Student Enrollments
Measurable Outcomes	Student Retention Rates (Fall-to-Spring/Year 1-to-Year 2); Student Completion Rates (3-year/6-year); Student Transfer Rates (% transferring); Job Placement Rates (% of graduates employed/employed related to training)
Degrees Awarded	Number of College-wide Degrees Awarded; Program Specific Number of Degrees Awarded
Student/Faculty Ratio	Annual ratio for IPEDS/HLC/Program Accreditation
Institutional Capacity/Resources	Institutional Primary Reserves Ratio; Institutional Net Operating Revenue Ratio; Institutional Return on Net Assets Ratio; Institutional Viability Ratio; Institutional Total Composite Financial Indicator; Number of Faculty; and Number of Staff

LEARNING INNOVATION DIVISION

Technology Operations

All major systems have continued to operate without interruption with our remote support model in May. The team has found windows of time to upgrade and maintain servers and network devices while minimizing disruption to our students, faculty, and staff.

The Information Security team is putting the final touches on the plan to require multi-factor authentication (MFA) for faculty and staff access to most all of our systems and network. MFA adds an extra layer of protection to access Gateway resources making it more difficult for hackers to install malware (such as ransomware) or gain access to our protected data. Over 900 Gateway users have already configured their own personal MFA preferences. Look for messages which will target mid- to late-June for requiring MFA for all Gateway users.

We have chosen v2cloud (v2cloud.com) to replace our on-premise virtual desktop (VDI) solution. VDI offers our faculty, staff, and (some) students a secure desktop to access Gateway network resources and applications remotely. V2cloud is a cloud-based desktop-as-a-service that is available to faculty and staff immediately, and it is being considered for student use in the future.

Information Systems

Continued work on WTCS reporting of COVID-19 impacts and also working with Gateway staff to reduce WTCS Client errors.

Applied Financial Aid patches.

Began work on HR Time Entry.

We are facilitating the implementation of Self Service Add Authorizations.

Updated Web Advisor's processes to allow High School Transcribed Credit instructors to drop students because of COVID-19 and record that as the reason.

User Experience

The campus technicians have been doing an excellent job reaching out and distributing computing equipment to students in need. To date, 62 laptops, 52 Chromebooks, and 11 hotspots have been distributed for the summer semester. There are another 50 students that are approved to receive equipment who still need to pick up.

We have hosted our first 2 webinars using Zoom. We are looking into accessibility services for webinars along with our expanded use of Zoom. Additionally, we have a request into Zoom to allow for Language Channels to be enabled for our services. This will allow language interpreters to be part of our events.

We are in the process of setting up kiosks on each campus for students who do not have technology at home to connect with Student Services. Those will be completed by June 4th.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

College Access

The NSS were involved in numerous initiatives that took place in May and will continue while delivering services virtually and when we return to campus. The NSS and Advisors partnered to deliver program specific Get Ready Application Workshops for Nursing, Physical Therapy, Information Technology, Online programs, and Certificates. Our Outreach Specialist has been busy continuing to develop Hispanic Recruitment Opportunities; Get Readys; and Facebook Live events in Spanish. Also, in partnership with other area colleges, Outreach is working on creating a series of webinars that will provide insight as to how to better support Hispanic students during this pandemic. The NSS will be supporting recruitment for two training grants: Metallica All Within My Hands and SC Johnson HOPE. Another highlight was the release of the Virtual Middle School Expo. The Expo is accessible to both district students and the public if students are looking to explore interactive activities and programs at home.

Academic Advising

Academic Advisors continue to assist students virtually by Zoom. They are working on Promise 2020 cohort academic plans. We are hosting the first ever, Virtual Red Hawk Days May 20 & June 3rd for both parents and students. They continue to support anxious students in understanding the different educational delivery methods ie. synchronous, asynchronous and calm the fears of many students who have concerns about online learning. Our Advisor appointment survey data indicates students have seen an increased value in their academic advising services for a
6.7/7

Career & Employment Services

Recent activities in CES include:

Higher Education Regional Alliance - Working Group 1 - developing an Activation event for experiential learning data managers that will help participants learn the purpose of the Higher Education Regional Alliance (HERA), Understand HERA's goal to improve post-graduate employment through experiential learning with employers, begin to consider next steps for a regional response that is supported by individual schools' effort.

Higher Education Regional Alliance - Working Group 2 - Research the development of a critical thinking electronic badge for use within the M7 district.

Collaborate with Gateway administration to identify prospective students and employment opportunities for the SCJ HOPE Project.

Collaborate and market 3 virtual career fairs (LMI Packaging, SE WI Virtual Career fair, Anywhere Virtual career fair for Racine, Kenosha, Walworth counties) with SE Works and SE WI Technical Colleges.

Develop virtual resume documents for students in collaboration with CES staff.

Conduct "Jobsearch during the COVID-19 Pandemic" workshops for WRTP/Big Step Candidates and for BWS.

Develop an "Employers hiring during the pandemic" database for students looking for jobs immediately.

Provide career planning development and employment services via electronically including video, chat, phone and email.

Review virtual interviewing programs.

Perform classroom presentations virtually.

Develop CES classroom presentations in electronic formats.

Begin the transition of the Wisconsin TechConnect platform to "Handshake".

High School Partnership

On May 12th Katie held a virtual academy info night from 5:30 to 6:30. There were approximately 45 people in the zoom meeting including the Deans from each academy, some NSS and a few of the instructors explaining their academy. We had 71 applications turned in and they were notified on May 29th of their status. Sam and Katie worked with marketing to send out 4500 letters to all high school students taking classes to check their Gateway email as their courses may have continued as normal, been cancelled, been extended to December due to Covid-19. If they have any questions they were referred back to their high school. On May 6th a text message was sent to all dual credit students encouraging them to sign up for

summer classes at Gateway. Katie ran a mid May and found that in 2019 43 students signed up for the summer semester versus 103 that signed up for the 2020 summer semester. A text message was sent to 98 high school EMT and NA students on May 26th informing them we still have grant money to pay for their testing. They were referred to the gtc.edu/earn-credit to fill out an application and turn it in. Due to covid-19 all prep classes were waived for NA students so they were able to sign up for their testing. A winner was picked for fall dual-credit day. Katie and Sam delivered the student an I-Pad that she won. We had a total of 28 high school students that graduated from Gateway in Spring 2020 with their Welding/Maintenance & Fabrication Technical Diploma before they graduate from high school.

LEARNING SUCCESS

NTO & Step UP

Non Traditional Occupations (NTO) & Step Up programs have seamlessly transitioned and continue all services virtually at this time. All programs students will continually receive weekly case management support check-in text messages via Mongoose software. Before the COVID-19 campus shutdown, the NTO program collaborated with Kidia Tyler, Instructor in CNC Technology, to host the 2nd Annual Women In Manufacturing Day, March 14th, 2020. The event was successful with the focus being on “Shattering barriers by highlighting women exploring a riveting career in manufacturing.”



TAG

This Summer semester was a little bit of a transition for the TAG program. TAG Specialists and students had to transition to 100% online. This means a lot of phone calls and Zoom meetings. The TAG program still made it out of the Spring term with six TAG students graduating with associate degrees, along with many others completing technical diplomas and certificates.

Going online does not make the TAG program less busy. TAG students took a virtual trip to the Dallas Theatre to watch the play, "The American Mariachi". Students have also been participating in Gateway's USG Monthly Trivia Nights, hosted by TAG's very own, Megan Bahr.

This is the season to prepare for next semester's Gateway Foundation Continuing Student Scholarship applications. TAG students have attended the "Show Me the Money!!" Scholarship Prep Workshop. This is a great way to get started on pre-work during these slow summer months to help prepare for a stronger application. Pride Month is here and we are looking forward to our next TAG student cultural event that ties in with the Pride theme for June.

Disability Support Services

Disability Support Service Instructors are actively meeting students' needs with no interruptions to our support services. Students have direct access to virtual Zoom appointments for the summer session and are able to request their accommodations online via our new software Accommodate. Through the Accommodate online software students have direct access to links for requesting auditory textbooks, assistive technology, and/or schedule testing accommodations. In addition, with retention in mind, DSS instructors are actively connecting with students to encourage and assist them with scheduling and accessing the many support services available through the Learning Success Division.

BUSINESS & WORKFORCE SOLUTIONS

After 17 years of teaching and development for Gateway Technical College, BWS Instructor Randy Reusser retired on May 15, 2020. Randy was most recently involved with development of a new NC3/Greenlee Training for Insulation and Ground Resistance Testing. Some of his past accomplishments included Telecom Boot Camps, Low Voltage Certified Technician program with CC&N, and Telecom On-Demand Program under the Metallica Grant. Randy is a Gateway Scholarship donor and will continue to be a friend of the College and a supporter of technical training. He will be missed by all as he enters the next phase of his life.



Randy and Pat Hoppe (2004)



Metallica Grant Students (2019)

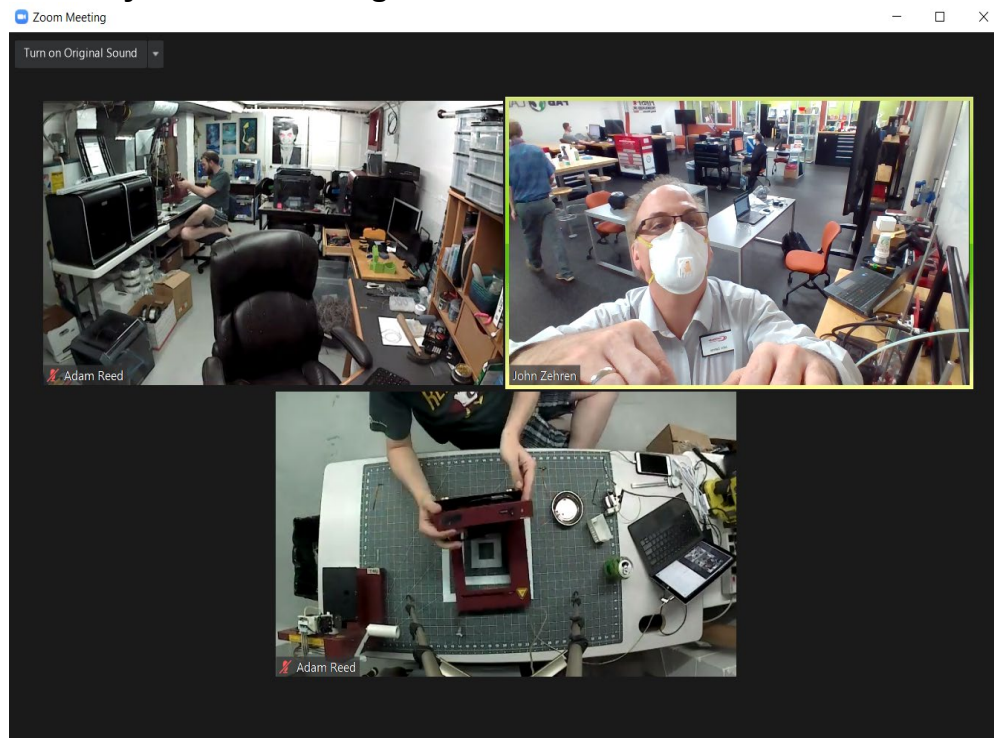
The BWS department completed the second Low Voltage Certified Technician (LVCTII) cohort on Thursday, May 14, 2020 and the first half of the third cohort (LVCT III) on Friday May 8, 2020. This highly successful program was created during a three year period with multiple meetings and great effort from Gateway personal and company representatives from CC&N. This two year endeavor includes having students in classes from January to May and earn multiple certifications and certificates. The LVCT II group earned a total of 141 certificates and certifications, while LVCT III earned 66 certificates and certifications so far, with more to come next year. We look forward to serving CC&N and other great companies as we help meet employer training needs and develop their employees through BWS.



LVCT II Students in lab (prior to Covid 19)

LVCT III Students in lab (prior to Covid 19)

Gateway Industrial Design Fab Lab



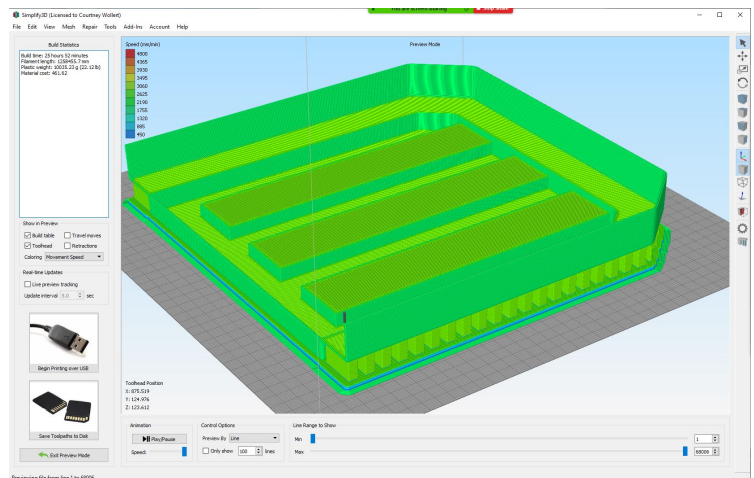
The Fab Lab closes out May with a total of over 13,430 pieces of PPE printed and 9,733 pieces delivered to local Law Enforcement, Fire Fighters, Healthcare workers, and to internal Gateway departments.



Delivered PPE	Masks	Face Shields	Ear Savers
Kenosha City PD		90	
Kenosha County Sheriff		40	
Racine County Sheriff	150		200
Froedert South		226	4279
Medsurg nurses at Froedert south		10	
Pleasant Prairie PD		40	
Aurora Kenosha			150
St. Catherines			100
Vista Healthcare			200
Vista Healthcare nurse practitioner			50
Ascension - Racine			100
Aurora Elkhorn and Burlington			350
GTC Law Enforcement	30	30	60
Salvation Army Milwaukee	8	10	50
Racine Fire Department		162	800
Jeanne Seebacher, Aurora Health			40
Gateway - Horizon Center Staff	20		45
iMET Center Staff	10	10	19

Racine Campus Staff	10	10	
Elkhorn Campus Staff	10	10	
William's Bay Care Center, Williams Bay WI.		10	
Caledonia Fire Department		104	600
Union Grove Yorktown Fire Department		50	50
South Shore Fire Dept #8		100	100
Gateway Hero Center	20	30	200
Gateway IT staff		10	100
Inspire Center Campus			500
Elkhorn Campus Cosmetology	10	20	500
Vicki H on hand to distribute		10	
Totals Delivered	268	972	8493
	Delivered Grand Total	9733	

The Fab Lab has transitioned to providing services online this month, conducting Virtual Open Lab, remote 3D Printing services, and running NC3 Dremel Idea Builder certifications for three of Apprenticeships's Tool and Die classes. Currently, we are providing assistance with the summer classes lab work, and working with Royal Basket, a local business, to provide prototyping assistance.



Albe Heinen's Cosmetology Apprenticeship students have completed a COVID-19 Certification. This certification brings safety to the salons as students go back to work in the field. Students can proudly hang their 3 completed certifications.

