



*PRESIDENT'S REPORT  
June 17, 2021*

## **GATEWAY AS A LEADER**

Nicci Pagan, Apprenticeship Coordinator, reports that 42 individuals are completing their apprenticeship programs this spring. The disciplines include: HVAC Technician, CNC Machinist, Mold Maker, Tool & Die Maker, Construction Electrician, Maintenance Technician, Barber, Cosmetologist, Barber/Cosmetology Instructor, and Plumber.

## **ACADEMIC AND CAMPUS AFFAIRS**

### **Academic Operations**

Scheduling for both internal and external meetings and events are beginning to ramp up for Fall and Spring dates. Reduced capacities to allow for social distancing are still in place. External requests are advised of the current Gateway mask friendly campus environment.

The Scheduling office is also working on Spring 2022 course section offerings. Classrooms, computer labs, and program labs are scheduled at reduced capacities as determined by facilities.

Initial work is being done with Academic Operations, the LID division, and Follett to implement a new software tool, Discover Technology Suite. This will help improve and transform the course material adoption process and help students view and shop with instant access. Additionally, this tool supports inclusive access which, if textbooks are included as part of student fees, will help reduce textbook costs and will provide students their books instantly via our LMS.

### **Kenosha Campus**

Construction on the Campus Affairs, Academic Operations, Scheduling Office, and office for the Dean of Learning Success and his associate is underway and on schedule.

The fire suppression project down the Science wing in the Kenosha Academic Building is in progress and also on schedule.

Rooftop HVAC installation on the rooftop of the Kenosha Academic Building is scheduled for 6/10 - 6/12

Monday, June 22, 2021, Gateway Technical Foundation will host the Distinguished Alumni Awards reception on the Kenosha Campus

On Monday, June 29, 2021, Student Services will host a Fast Track event on the Kenosha Campus.

### **Racine Campus**

Construction is ongoing for the Lincoln Center for Health Careers. The fire suppression project in the Lake Building is ongoing.

The construction projects for the Technical Building 2nd Floor, Racine Building 1st Floor, and Lake Building 1st Floor are closed.

### **Pre-College Division**

72 graduates received their high school credential at the May 22nd Adult High School, GED/HSED Graduation Ceremony.

### **School of Health**

The School of Health had 81 graduates walk the stage to celebrate the earning of new credentials and armed with the knowledge to help us create a stronger community and healthcare system. Thank you to Tulsie Becker and Dr. Laura Neal for coming out to help direct traffic and announce our new graduates. Dr. Jen Freiheit, Director, Health Officer of Kenosha County Division of Health, was our keynote speaker. She was inspiring and encouraging, reminding us of the importance of public health and our communities' resilience. She reminded us of our strength and ability to be flexible, bend but not break and the strength each student and faculty member has shown through the past year.

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

Graduation was a fun event for all of the students that walked across the stage. David Doobs, spoke directly to the students about his challenges and how his failing his first class changed his life. A big thank you to the committee members that made this year's graduation ceremony so much fun!

## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Foundation**

\$2,140,833.50 in donations have been received by the Foundation year to date. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni and community members), corporations, and civic organizations. Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the SC Johnson STEM Pathways Scholar, Gateway Promise Endowed Fund, Promise 2 Finish, Fresh Start to Finish Grants, student emergency funds, and the Short Term Training fund.

131 golfers participated in a very memorable 27th annual Golf Scramble on May 27th. The weather was a challenge, with chilly temperatures, high winds and rain,

but the golfers came through and several teams braved all 18 holes. A Clubhouse Reception, silent and live auction were held after golf. JJ Vega, Gateway District Campus Ambassador and Foundation scholarship recipient, shared his story with attendees. Five Gateway alumni helped throughout the day. The Foundation is grateful to all of our sponsors, auction donors, participants and volunteers for their generous support.





As noted last month, Larry Nelson, ('73 Civil/Structural Technology), President/CEO of Bane-Nelson, Inc., was selected as the 2021 Distinguished Alumni recipient. He will be honored at a small outdoor reception on Tuesday, June 22 at 4:00 p.m. on the Kenosha campus.



## Marketing

It has been a great end of the Spring 2021 semester with the department helping organize and support the many program completion ceremonies, Adult High School / GED graduation as well as the college's commencement. The drive-in commencement ceremonies were a great success and opportunity to celebrate students with a wonderful cheering section, big LED screens, amazing speakers and

lots of photos. View photo albums from each ceremony on the college's Flickr page: <https://flickr.com/photos/gatewaytechnicalcollege/albums>

Fall semester enrollment marketing efforts are beginning including development of billboards, print, and digital ads to promote the in-person Fast Track events in June and July. The Fall Semester all postal mailing has been sent to print and will be delivered to home in mid-July. We're continuing to look at opportunities to connect with prospective students.

Gateway was excited to participate in the Kenosha Kingfish Opening Day events and will continue to partner throughout the Summer with ads and PAs being shown throughout the season.

### **WGTD**

WGTD Digital Director Troy McDonald and Community Matters host Len laquinta were panelists in a recent forum titled "Media and Race: Shaping our Biases and Perceptions." The discussion was organized by the Kenosha Coalition for Dismantling Racism.

### **ENROLLMENT**

Summer and fall registration remains strong. Currently, summer enrollment is up +2.0% with 15.5% increase in the number of students registered for summer courses. Fall enrollment is up +29.2% compared to the same time last year.

### **FINANCE, ADMINISTRATION**

#### **FY 2021-22 Budget Process Update**

College leadership is proud to present a final preliminary FY 2021-22 Budget. As we continue to navigate through these challenging times, leadership will continue to monitor this budget very closely and prioritize resources to ensure alignment with our strategic plan. Once approved, the budget will be forwarded to the WTCS by June 30, 2021. Thank you to everyone who put a tremendous effort into this year's process.

#### **Joint Review Board Representation**

Sharon Johnson recently attended the following Joint Review Board meetings for the Village of Yorkville and Village of Somers.

#### **Graduation**

Sharon Johnson participated as a greeter and cheerleader for the 2021 Gateway Technical College graduates during the May 22nd and 23rd ceremonies. This was an absolutely fulfilling experience. It gave me great joy to see the excitement and hope for the future that all of the graduates expressed.

#### **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 setup of new general ledger numbers to become effective

July 1, 2021. The Permanent Employees List of grant funded individuals for FY22 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 have been submitted to WTCS. The team continues to provide ongoing support of financial resources regarding grant management and exploration of new funding opportunities.

### **Audit Update**

Gateway's interim audit is set to begin the week of June 21st. Our external auditors will be performing the interim audit virtually again this year. The Business Office is getting ready for the busy season.

### **MATC Audit Advisory Committee**

Sharon Johnson participated in the quarterly audit advisory committee meeting for MATC where she serves as a committee member. The committee received updates on their internal audit projects as well as the plan for the upcoming audit from their audit firm.

### **NCORE Conference**

Sharon Johnson attended the virtual NCORE conference where information was shared on race and ethnicity, and diversity equity and inclusion. This conference has helped me to develop a more well rounded understanding of diversity, equity and inclusion issues as well as understand areas where I have been an offender.

Sessions were offered from many different perspectives and although I was not able to attend all of them that I was interested in, I learned that the DEI initiative encompasses so much more than discussions about race. I have definitely broadened my understanding by attending this conference.

### **PCI Conference**

Sharon Johnson and Chris Ziarko attended the PCI (Payment Card Industry) conference. This conference is designed to ensure that the Higher Education group remains in compliance with the requirements of card brands (such as Mastercard, Visa and Discover) that enable the college to continue to accept credit card payments. Higher Education institutions from all over the country collaborate and share best practices during this conference.

## **HUMAN RESOURCES**

Jacqueline Morris and Magan Perez volunteered for 2021 Graduation.

John Frost rolled out a new Supervisor Mentoring Program on May 11<sup>th</sup> at the Supervisor Training Session. The purpose of the program is to connect new supervisors with volunteer mentors. Mentees and Mentors will complete an application to participate to be able to match participants together.

Lisa Guerrero is a graduate of this year's Leadership Kenosha.

Lisa Guerrero completed a seven week training series on Diversity, Equity, and

Inclusion in the Workplace.

Magan Perez was awarded the Special Project Accomplishment – COVID-19 through the Employee Recognition Program.

Jessica Johnson, Lisa Guerrero, Josh Vollendorf and Jacqueline Morris, working with an outside consultant, reviewed and discussed Gateway's Affirmative Action Plan (AAP) to ensure data compliance and ways to improve our processes.

Jessica Johnson participated in a WTCS discussion on how to improve the State's Employee Data Collection for Equity Report.

Jessica Johnson attended NeoEd's NeoCon, a one day digital HR summit for professional growth and industry best practices.

Lisa Guerrero is the co-chair for the WTCS Employee of Color Mentoring Committee. The program was launched May 21<sup>st</sup> providing connections and guidance to under-representing populations across WTCS.

Lisa Guerrero provided a business case for the procurement of spark hire a prerecorded video interview process to allow greater reach to applicants as well as remove biases in hiring by giving all qualified applicants the same opportunity.

Magan Perez worked with John Thibodeau and Chris Ziarko to work out a Travel Approval Process method using Concur for employees. She also engaged in a conversation with John Thibodeau, Gary Flynn, Lindsay Hofmann, and Trina Muscarella around student travel as the college shifts its policies in relation to lifted COVID restrictions.

## **INSTITUTIONAL EFFECTIVENESS**

Our program approval requests for the Associate of Arts and Associate of Science degrees were submitted to WTCS in May along with a memorandum of understanding with UW-Parkside to partner in the program implementation. These will appear on the consent agenda of the July WTCS Board meeting. Upon approval, the request will be sent to the UW Board of Regents and, if approved there, to the Higher Learning Commission.

The Higher Learning Commission has given approval for Gateway to offer a diploma in Licensed Practical Nursing. We have also confirmed with HLC that we offer two certificates in culinary arts with the Wisconsin Department of Corrections.

Our Title III project has submitted its interim progress report on the first six months of grant activity. We were able to use some unspent salary dollars to expand our peer advising program in student services. We also launched our work-based learning committee in May to begin developing a more coordinated approach to connecting students with their future employment.

## **Pathways and Program Effectiveness**

The Director of Career Pathways and Program Effectiveness delivered a presentation to the current National Career Pathways Network's Leadership Development Academy on leadership strategies for career pathways practitioners. During the presentation, Gateway's career pathways journey, success stories and best practices from our local work were shared with the cohort, and several participants have already reached out for additional support and assistance.

The Program Effectiveness team continues to provide support to program effectiveness coordinators on the submission of their annual student learning plans. As of late May, 80% of programs submitted all required assessment plan elements and supporting approvals. Remaining programs are waiting on final assessment data from courses that ended shortly after the end of the spring 2021 semester, and intend to submit their plans in early June. After all plans are received, the Program Effectiveness team will analyze all program-level submissions and provide a snapshot of assessment performance for the 2020-21 academic year for the college as a whole.

A cross-functional team of experts from Gateway and UW-Parkside completed the program approval documents for the Liberal Arts – Associate of Arts and Liberal Arts – Associate of Science programs, including the establishment of an MOU, identification of qualitative and quantitative assessment approaches, and a cost/benefit analysis. Program approval packets for both programs were submitted to WTCS on 5/26/21, and will be reviewed by the WTCS Board during their July meeting.

## **Employee Learning**

Gateway to Leadership celebrated its first fully virtual program graduates on May 12, 2021. Please congratulate the 2021 graduates: Mary Appenzeller, Caitlin Brug, Stephanie Cascio, Derrick Domes, Lidia Hernandez Guizar, Samantha Ingo, Angela Kaye, Olivia Navarro, Edgar Perez, Adam Reed, Nastasya Rodrigues, Renee Seymour, and Curtis Turner. The group looks forward to scheduling a "reunion" after August that would be their first face-to-face meeting!

The purpose of Gateway to Leadership is to provide an opportunity for employees to recognize the leader within themselves, to develop the skills and attitudes to influence others effectively, and to maximize their strengths for the benefit of the Gateway community. During the nine-month program, participants met monthly and worked on a project. This year provided the additional challenge of being completely virtual for the first time. The program will continue next year as a hybrid program with about half of the sessions done in person and half of them offered via Zoom.

## **Title III Grant**

The Road to Student Success, Title III grant, is cruising along with support for Gateway to Success, Advising, Work-Based Learning, Diversity Equity & Inclusion, and Data Warehouse. Gateway to Success has been transitioning back to a face-to-face model of instruction with curricular and program enhancements being implemented this summer term. Work-based learning has launched its internal committee and is starting with an assessment of the programming currently offered



across the college. Advising coordination is reviewing current processes with a goal of establishing comprehensive faculty advising resources.

## **LEARNING INNOVATION DIVISION**

The LID team held an in-depth “Lessons Learned” exercise to identify key wins over the period of the Covid 19 pandemic. We’ve identified tools, procedures, and qualities that helped the college succeed during this time and will prioritize those aspects that we should continue moving forward. The entire division has done a great job supporting staff, faculty and students throughout the pandemic, making technology available to faculty in support of the various instructional models deployed and even doing home deliveries of technology in the early days of the transition to remote operations.

### **Technology Operations**

Congratulations go to **Derrick Domes** on his graduating from the **Gateway to Leadership** professional development program. And, congratulations go to **Caesar Garcia** for graduating from the **Leadership Kenosha** program. Both Derrick and Caesar represented TechOps and LID well in their respective programs.

The Information Security Team has begun implementing a Privileged Access Manager (PAM) solution. A PAM solution adds an extra layer of security and protection to system administrator access on our critical servers and network equipment. One feature of the PAM solution is rotating passwords so that they are always changing making it extremely unlikely that a would-be hacker could gain access to one of these devices via an existing administrator account. It also records and audits activity which would assist in tracing the roots of a breach should one ever occur.

David Aguirre was interviewed for a case study titled “The smart lab that mimics the smart factory” written by our smart manufacturing partner Fanuc for the publication Smart Industry. The case study can be read here:

<https://www.smartindustry.com/articles/2021/case-study-the-smart-lab-that-mimics-the-smart-factory/>.

Smart Industry is an industry publication and resource created to communicate news related to the ongoing digital transformation of manufacturing and related industries.

### **User Experience**

Student Device Distribution for Summer 2021

SUMMER 2021							
	Laptops	Chromebooks	Hotspots	Number of Students Receiving Equipment	Number of Students who did not pick up equipment	Number of Students who canceled requests	
Burlington	0	0	0	0	0	0	0
Elkhorn	6	2	1	8	0	0	0
iMET	1	1	0	2	0	0	0
Kenosha	31	7	23	41	2	1	1
Racine	35	11	19	47	23	4	4
Extensions From SP20	1	1	2	3	---	---	---
Extensions From SU20	10	7	1	18	---	---	---
Extensions From FA20	33	60	32	100	---	---	---
Extensions From SP21	56	16	37	80	---	---	---
Total SU21	73	21	43	98	25	5	5
Total Extensions	100	84	72	201	---	---	---
Overall Total	173	105	115	299	25	5	5
SU21 HC (6/8/21)	3889	# Devices Issued	137	Pickup Rate	79.67%		
% STU w/ Equipment	7.69%	Devices per Student	1.398	Cancel Rate	3.91%		

UX has filled a Limited Term Employment (LTE) position on the Help Desk. Our new technician's name is Azarel Evangelista. This position was funded using CRRSSA funds.

We assisted with the highly successful graduation ceremonies in May. In total, 5 ceremonies were held. This was different for LID because we are not involved in the preparation or support of our graduation ceremonies when held at Parkside.

Racine staff are busy moving their office to another location because of the hallway projected on the Racine Tech 2nd Floor.

CSTs are preparing our computer labs for the Fall 2021 semester and the expected increase (compared to the past year) of students and staff on campus. The multimedia team is working on several multimedia upgrade projects and repairs.

## Information Systems

With the 2020-21 Academic Year ending, more time is being spent on analyzing and correcting WTCS Client Reporting errors.

Work continues on migrating away from Web Advisor which Ellucian will be ending support for and has replaced with Self Service.

IS leadership is working with Student Services to explore options around Ellucian's new product offerings "Ellucian Experience." This will involve coordination to augment and/or replace some current aging functionality.

## STUDENT SERVICES & ENROLLMENT MANAGEMENT

### New Student Specialist (NSS)

The New Students Specialists spent the majority of May working with High School

students to get their applications completed in time for the June 1st Promise program deadline. They hosted many in-school and virtual application workshops for students and parents to know more about the program and to get their applications submitted. The NSS team also participated in several other events such as Promise2Finish presentations, Middle School Exit Interviews, Drive Thru Info Sessions with UW Parkside and Herzing University, UW Extension Independent Living program presentations, and hosted the first African American Youth Empowerment Conference - led by Aneisha Denson. The NSS team was also happy to be able to work with students to get them some extra financial support through DMI, the HOPE initiative, High School Academies, Start College Now program, and other funding sources they had available to them. Beyond those specific activities and events, the team spent the remainder of the month hosting their usual Get Ready Application workshops, in-person and virtual tours, and one on one student appointments both in-person and virtually.

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

Financial Aid (FAO) has been busy working with Student Accounts and the Student Finance Specialist to review and award \$117,000 in HEERF II Emergency Fund to 240 students. We also worked on with the Student Accounts and Student Finance Specialist to award HEERF II funds to students' accounts. Students who owed past due balances for Spring, Summer & Fall 2020. During May, 81 SAP Appeal forms were reviewed and approved for students for the Summer & Fall 2021 terms.

### **Student Finance Specialists**

The student finance specialist worked with Financial Aid and Student Accounts to award HEERF II Emergency Funding to students accounts. They also added HEERF II awards for students who owe past due balances. Over 1000 students were assisted. Numerous phone calls were made to High School Promise students to encourage them to complete their FAFSA and FA file prior to the June 1 deadline. Graduating Student Loan Workshops were scheduled to assist students in completing their loan exit counseling and educating on student loan repayment.

### **Student Accounts**

During the month of May, Student Accounts has been working diligently reviewing and applying CRRSAA funds for 2020 spring, summer and fall terms. These funds helped decrease the amount of dollar amount of debts by over 80% thus impacting over 1000 student accounts! Student Accounts continues to review COVID related Student Account Appeals. To date, the appeals expert has reviewed 56 COVID related appeals. These approved appeals will help students get back on their educational journey.

### **Academic Advising**

Academic Advisors started a new Intake Form, asking new students critical questions that will help ensure they are on a path to success early on in their educational journey. Peer Advisors will start, ""JumpStart"" workshops helping new program students learn My Gateway & blackboard tools. We updated our J180 policy to students being able to apply to one active program. If students want to pursue a second program, they will fill out a ,""request to add a second program"" and if they have a 2.0Cumulative GPA & 12 credits from Gateway they will meet

with an academic advisor to review and map out an academic plan to ensure their academic success."

### **Career & Employment Services**

CES participated in the African American Youth Empowerment conference with career awareness sessions. The Southeast Wisconsin Internship Consortium (Gateway, Herzing, Carthage, UWP) is hosting an "Internship 101" webinar on June 8th. We currently have 52 employers who will be listening to best practices in creating their own internship program. Jason Pruitt, Student Employment Specialist, is the new President-Elect of the Milwaukee Area Career & Internship Consortium. Congratulations Jason!

### **High School Partnerships**

In May 2021, the High School Partnerships team collaborated with New Student Specialists team to host Badger High School Counselors, CTE Coordinator & Principal on the Elkhorn Campus for a professional development day. At Graduation, we celebrated many high school students who earned their credential prior to graduating high school, including Hunter Orłowski. Hunter is an East Troy High School Class of 2021 graduate and a Gateway graduate. Hunter graduated with his certificate, technical diploma AND associates degree prior to graduating from high school through utilizing a variety of dual credit opportunities. Hunter was chosen to be the Student Responder for the School of Business & Transportation. We are currently wrapping up the 2020-2021 academic year dual credit offerings and are planning ahead for 2021-2022, including processing new Transcribed Credit agreements, finalizing VANguard schedule, expanding contract for service agreements in Nursing Assistant, and welcoming over 120 high school academy students!

## **LEARNING SUCCESS**

### **NTO & Step UP**

The Step Up program conducted a needs analysis study for all self-identified single-parent students registered for the 2021 Spring semester. A survey was created and sent (emailed) to 1527 single-parent students. More than 100 students responded to the survey. The survey showed the most utilized services by single-parent students were tutoring services, disability services, and support counseling services which are all essential services that will strengthen the student's success. However, the available services they felt can impact their personal and social obstacles were resources for financial assistance, time management and motivational workshop recommendations, and peer to peer encouragement. The study also showed that students are interested in participating in events to learn about health and wellness, self-care, mental health, and money management. The student's also expressed interest in a single parent's program that provides child care assistance (in some capacity), information on how to best balance their responsibilities, and a support group with other single parents.

Action plans the Step Up program plan to start developing and implementing are: Address Insecurities students face such as Finances, Time Management, Childcare, and Encouragement & Motivation; Address Health & Mental Health conversations,

Money Management, and Support Groups with other Single Parents; Facilitate more use of Student Support Services - Tutoring, DSS & Student Support Counseling

### **Testing Services**

Testing Services is pleased to offer the HESI A2 test for our Health Occupations students; including Nursing, Dental and more in the coming year! HESI A2 testing will begin in mid-July 2021, just in time for the upcoming Fall petition period.

The HESI A2 exam is a petitioning requirement for Health Occupations programs. The A2 is replacing the TEAS exam which was used previously. The HESI A2 has the flexibility for each Health occupation program to select the content areas which are meaningful for them including Anatomy and Physiology, Reading, Vocabulary, Grammar, and Math. Also very exciting is the ability to add a section for Critical Thinking and Learning Style.

Our fantastic Library staff have already put together a HESI A2 resource page for students with lots of great information to help guide our students through the new exam.

Testing will be offered in person at each of our three Testing Services centers in Elkhorn, Kenosha and Racine. To accommodate the busy schedules of our students, testing will also be available online through a third party provider.

Scheduling sign up information will be shared with students in the upcoming weeks!

### **Library**

The library staff are on-campus providing in-person services five days per week. Staff rotate schedules, with a few working from home providing online services via chat and Zoom. Beginning in July, staff will begin increasing their frequency on campus and be back to working fully on-campus by mid-August.

The end of the Spring term meant that hundreds of pieces of equipment distributed by LID and tracked by the Library would come due. Library staff worked to check student enrollment status for Summer and Fall to determine when renewals were appropriate.

Library staff are helping with the DEI Book Club and continue to develop LibGuide companions to the D365 activities. May was Asian American Pacific Islander Heritage Month, LibGuide found here created by Betsy Kennedy, Library Technician: <https://libguides.gtc.edu/APAHM>

The library continues to develop online collections to meet student needs virtually, adding e-book titles where appropriate.

The library will be completing a full inventory scanning of the collection during the month of June. This is a project done every 3-5 years in order to determine if we have mis-shelved, mislabeled, or have missing materials from the collection in order to update our system for accuracy.

## BUSINESS & WORKFORCE SOLUTIONS

### Gateway Industrial Design Fab Lab

As we navigate reentry from the pandemic, The Fab Lab assisted REAL School with its Intro to Architecture Classes again conducting Kids Lab exercises and cardboard bowling.



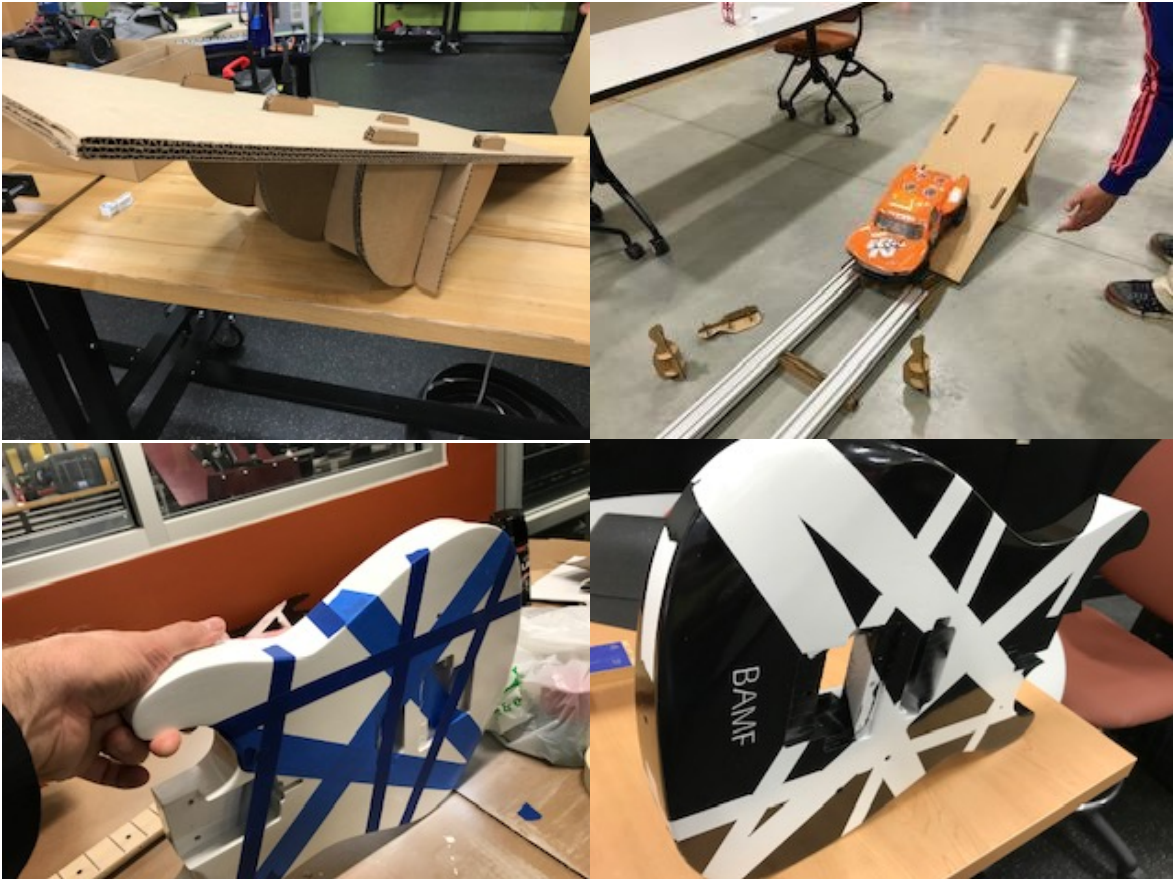
Students from Case High School assist with a laser demo during their Academy Event. The Lab was part of the virtual Open House, and onsite to assist with Career Academy awareness.



The Fab Lab assisted Shoreland High School this month as panelists in their Senior Capstone Projects.



Gateway Apprenticeship lab classes are finishing this month, the Fab Lab also held workshops including RC Cars, and guitar building.



The Fab Lab also participated in the Bristol School Career day Parade.

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

The Office of Diversity, Equity and Inclusion is proud to welcome our 1st cohort of Equity Allies. The Equity Allies planning team held a Orientation & Informational Session on Tuesday, April 13th and could feel the excitement and passion of all the staff who volunteer to serve as Equity Allies. On May 19 & 20th the Equity Allies participated in a 2-day training for a total of 8 hours. Topics discussed included an overview of the Office of DEI, the history of racism, impact of bias and stereotypes, allyship, and privilege.

The Equity Allies team will serve the Gateway community by helping to foster a more diverse, equitable and inclusive learning and working environment. They are empathetic in their understanding of others cultures, stories, life experiences and personal beliefs. Collectively the Equity Allies will striving to create a sense of belonging for everyone, providing resources to help overcome DEI barriers and challenges and honoring differences and treating everyone with care and respect.



### EQUITY ALLY COHORT - 2021

*Congratulations*

Jennifer Charpentier  
Kristina Vines  
Kristine Yesbeck  
Madeline Carrera  
Gary Flynn  
Nicole Gustafson  
Vicki Wahler  
Achille Infusino  
Kelly Kendra  
Tanya Doherty

Aneisha Denson  
Olivia Navarro  
Tina Shanahan  
Katie Lohre  
Kara T Thomas  
Jay Johnson  
Kim McMahon  
Heather Miles  
Raquel Palacios  
Jacqueline Morris  
Bryan Albrecht

Tanya Burton  
Jomarie Coloriano  
Nicole Dutton  
Shronda Green  
Bridget Bell  
Kirsten Migut  
Amy Fontaine  
Lisa Guerrero  
Pat Sasaki  
Tameeka Cosey

Finally, please share Gateway's Community DEI Workshop Series with your community and business networks in Kenosha, Racine and Walworth county. The focus for the workshop series is **Communicating Respectfully in a Diverse World: Building your social interaction toolkit**. Here is the link directly to the Gateway webpage for [Diversity, Equity and Inclusion Workshop Series](#).

### **Disability Support Services**

Disability Support Services (DSS) instructors and staff are always encouraging others to be flexible and open-minded when it comes to educating people with disabilities. Look at the individual students in your classes and offer different ways of doing things that will benefit everyone. Think about Equity for all students and meeting the needs of each individual and not just doing things the same way just because it's always been that way.



This advice became very personal to Disability Support Services (DSS) when they had to totally shift on how to provide services to students during the pandemic. Meeting with each student in-person and developing an accommodation plan each semester became impossible at first. Having students “drop in” for help and support their needs was difficult at the start.

Taking their own advice, the DSS Team redefined what Disability Support could look like while not sacrificing the quality of support and services for students.

The Disability Support Services team expanded hours to offer virtual appointments in the evenings; they shifted to fully using their online Accommodate Program to develop accommodation plans, communicate with students, and become more earth friendly by using less paper. The DSS team also stepped away from “my campus” philosophy and streamlined services by developing district wide guidelines for testing, requesting e-texts, notetakers, assistive technology and general support for others at the college.

DSS continually offered on campus support when the college re-opened its doors last summer and have continued to brainstorm ongoing improvements ever since. Currently the DSS team holds in person office hours on each campus, proctored tests and offers both in person meetings with students while continuing offering virtual Zoom opportunities as well.

Proudly the Disability Support team is extremely happy to so long to many of the DSS students who graduated. Please see the messages below from three of our students.

***Elizabeth Besaw: Degree: Pharmacy Technician:***

I am truly grateful to have interpreters for my classes. I couldn't have graduated in May without you guys! You were my greatest support since day one. Thank you for all you have done for me. I will miss all of you.

***Melissa Lewis: Degree: Early Childhood Education***

DSS and Deaf/Hard of hearing helped me get accommodations needed for my success. For example, extra time on tests, note takers, text to speech to help me focus when reading, and Cprint captioning in my classes to see what was being said. They made sure all class videos were captioned for me so I didn't miss information due to my hearing loss. They were always available to answer my questions. I graduated in May and am loving my daycare job.

***Ilesha Toney: Degree: Human Services***

I loved the support from my sign-language interpreters when I was lost or confused on a topic or subject in class. They would take the time to explain something in ways to help me understand. It kept me motivated to want to continue learning and keep doing better. I graduated in May. The support from DSS and Deaf/Hard of Hearing helped me to keep my promise to myself and show my kids they can do anything they set their mind to.

## **FACILITIES & SECURITY**

### **Facilities Projects**

Facilities projects across the district are in full swing with many beginning in the last couple of weeks.

On the Kenosha Campus, work continues on the transformation of the Horticulture Department's Head House into a new student learning area. Demolition has been completed and the remodel work is in full stride with an anticipated completion date in the middle of August. In addition, after a successful graduation weekend, work has begun to fully transform the conference center restrooms to enhance ADA compliance and ease of access. Further, work has begun to transform some office spaces on the first floor of the academic building into more functional spaces for the Dean of Campus Affairs, Dean of Learning Success and the Room Scheduling office. Lastly, work is wrapping up to replace the HVAC systems servicing the Student Commons to replace end of life units and enhance comfort levels in the space.

On the Elkhorn Campus, work has begun to complete substantial repairs of various parking lots across the campus to enhance ease of access, lighting and safety. Work began at the end of may and will look to wrap up at the beginning of July. At the HERO building in Burlington, initial demolition has begun to support the replacement of rooftop units as updates to the lobby and lab spaces. Spaces will see new ceiling tiles, lighting and flooring. Completion of the project is anticipated around mid August to support classes returning for the fall semester.

On the Racine Campus, The Lincoln Building remodel and expansion continue to progress with demolition nearing completion and efforts beginning to finalize the interior finishes and furniture. The building has been effectively brought down to its base structure to allow for its rebuilding. Efforts continue to model the lab spaces after the newly constructed AdvocateAurora Hospital in Mount Pleasant.

### **Facilities Operations**

The custodial and maintenance staff is continuing to support a safe campus environment by enhanced disinfection procedures in line with CDC and local health department guidelines.

In addition, the team supported the college's drive-in graduation efforts by setting up all the areas to ensure a safe and friendly environment by also having everything staged for weather impacts.

The team is gearing up to support upcoming events like NC3, Fast Track events at each campus and safe return of all employees in August.

### **Safety and Security**

The security team continues to work and evolve in an effort to keep the campus community safe. The door access and camera project continues to progress with work being completed in Burlington and iMET. Work has started in Racine with the transformation of all doors and will take about a month to complete.