



## **GATEWAY AS A LEADER**

Our college completed a successful site visit from the Higher Learning Commission. The team commented on the excellent attendance and participation at all three open forum meetings. Our LID and facilities divisions ensured that all the rooms and technology were set up and in good working order for the visit. The team appreciated the hospitality they received as well. One other particularly satisfying comment was that the team found their conversations with our students who escorted them around campus "invaluable." Thanks to the Board of Trustees for their time and support of the HLC visit as well.

We expect to receive the draft report from the team sometime around this month's Board Meeting and will share any additional information we have at that time.

## **ACADEMIC AND CAMPUS AFFAIRS**

### **Academic Operations**

The Fall 2020 course offerings (inclusive of 412 full-time and part-time conflict-free course patterns) and 3353 course sections have been completed and are ready for academic advising to begin on 3/9 and registration on 3/23.

Textbook and materials ordering for the 2020/2021 academic year are being finalized.

### **General Studies**

Nicole Dutton, Division Chair for Natural Sciences Department, created two new courses - Anatomy & Physiology 1 and Anatomy and Physiology 2. Those new courses will be offered in Spring 2021. Addressing transferability from other institutions (who teach the Anatomy and Physiology sequence in a different order, now can complete the sequence at Gateway). In addition, we will now be offering our General Biology course (one section) fully online in Fall 2020 to refine our online delivery of the course.

Jason Gerber Mathematics Department was elected President of the Wisconsin Mathematical Association of Two-Year Colleges (WisMATYC).

Lee Wagner reports that Open Educational Resources (OER) books in General Studies is making a huge difference for our students. After one full school year in the books the department has saved students \$334,000.

Kyle Kendall, from World Languages Department notified us that SPA I through SPA IV now directly transfer to MSOE (Milwaukee School of Engineering).

The Transfer Fair on March 3 on the Kenosha Campus was a huge success with over 70 students checked in and even more exploring how to bring their big dreams to life through a bachelor's degree after graduating from Gateway. Representatives from over 25 colleges gave students more information about transferring and Gateway's resource station assisted with financial aid exit counseling, career exploration, and the graduation process.

Dr. Zakutansky from Natural Sciences Department reports that they will be working with 5th graders working on a project regarding climate change. This came from a former Principles of Sustainability student who is now a 4th-grade teacher at Jefferson Lighthouse Elementary in the Racine Unified School District.

## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Marketing**

The Marketing department in partnership with Student Services, has been working to develop and produce a collection of “how to” videos that will be a great help to prospective and current students as they navigate college technology and processes. The videos provide introduction and step-by-step guidance in an easy to understand and user-friendly format for key processes such as admissions application, financial aid application, registration and more. There is a growing demand and preference for video-based information and directional content and we hope these videos help provide information in the format students prefer. View videos on our YouTube channel:

<https://www.youtube.com/playlist?list=PLxlhkj3MAcdOX2MuIDfxt-MwXtMaE2J-I>

Planning and work have begun on updating Gateway's internal intranet site for employees of the college. The intranet is a great source of information and updates for employees. The site will be moved to a new template and document sharing system as part of the college's effort to transition from the Drupal 7 to Drupal 8 content management system.

Preparations and planning are in full swing for spring events at the college including the upcoming EcoFest Racine event held in partnership with Greening Greater Racine. The community is welcome to attend this free environmental education event on Saturday, March 21 from 9 a.m. - 1 p.m. on the Racine Campus. EcoFest Racine features informational displays, environmental presentations, and children's activities.

### **Foundation**

We are grateful to our 419 donors who choose to support Gateway students and the community through Gateway Foundation.

As of February 29, 2020, the Foundation has raised \$787,394. 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 in February:

- Gateway Association for Career & Technical Education \$1,374 for Student Emergency Funds
- GTEA (Gateway Technical Education Association) \$1,000 for the GTEA Scholarship
- Kenosha Community Foundation Mary Lou & Arthur F. Mahone Fund for the Arthur F. Mahone Memorial Scholarship
- Young Aviators Corporation \$5,236 for the Young Aviators, Inc. Scholarship

A Gateway Alumni Instagram page has been created as an additional means of engaging alumni locally and nationally. The current social media platforms the Alumni Association engages alums also include LinkedIn page, Facebook and Twitter.

Nominations for the 2020 Distinguished Alumni award are being accepted until March 16th.

## **WGTD**

As the health and safety of our audiences is always our top priority, WGTD continues to devote considerable time and attention to producing over-the-air and online updates on COVID-19 disease. For local angles, we rely on in-house reporting. State, national and international coverage comes from Wisconsin Public Radio, NPR and the Associated Press.

By the time the spring election rolls around, WGTD will have produced local candidate forums for Kenosha School Board, Racine City Council, Kenosha City Council and Kenosha County Board. In addition, WGTD will have given full coverage to Racine Unified's facilities referendum and a second Kenosha School Board forum hosted by the Kenosha Coalition for Dismantling Racism.

WGTD Sports live video coverage of high school basketball wraps up this week with sectional games.

## **ENROLLMENT**

Spring enrollment is down -1.4% compared to prior spring. Spring headcount, the number of unique students enrolled in courses, is positive +2.2% or 177 additional students compared to the previous spring. Year-to-date enrollment, including summer 2019, fall 2019, and spring 2020 enrollment is down -0.5%.

Summer 2020 enrollment has started strong and is positive +20% compared to this time last year.

## **FINANCE, ADMINISTRATION and FACILITIES**

### **Moody's Rating**

Moody's Investors Service assigned a Aaa rating to Gateway Technical College's next borrowing of \$1.5 million General Obligation Promissory Notes, Series 2019-2020E.

### **Business Officer's Committee Meeting**

Sharon Johnson recently attended the WTCS Quarterly Business Officer's Committee (BOC) meeting. Discussions at the meeting included: 2020-2021 WTCS Tuition Rate, Coronavirus and travel abroad and student study abroad programs. Sharon was elected secretary of the BOC.

### **Higher Learning Commission (HLC)**

Several Business Office team members attended one or more of the HLC forums and provided responses to questions regarding budgeting in relationship to strategic planning, provision of a safe and secure environment for students and staff, relationships between Gateway Technical College and the surrounding community, and utilization of data.

### **Strategic Alignment Plan**

The Business Office along with HR, IE and LID will be participating in a Strategic Alignment Plan with Ellucian to discuss business processes and get a better idea how to efficiently optimize the technology our ERP system provides us. We are looking forward to learning ways that we can work more efficiently and across teams and use the capabilities that our system provides.

### **Facilities**

The reorganization of the facilities department is nearing completion as all three new managers have accepted their offers. One individual was an internal candidate and has already started in their new capacity, while the other two individuals have an anticipated start date of 3/23/20.

The new Chiller for the North Building in Elkhorn was delivered and installed on 3/7/20. This new ice bank chiller system will increase comfort for the entire building while also decreasing energy consumption.

The 2nd Floor of the Academic Building in Kenosha is progressing on schedule. Currently the construction teams are busy with abatement and demolition.

### **Security**

Campus Security Authority training has been sent out to all individuals identified as CSAs at the college. This will be an annual requirement and will increase compliance with the Clery Act.

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

The Budget Office continues to meet regularly with the ELC and Budget Managers to review and refine the FY20-21 preliminary budget submissions. We continue to refine budget assumptions as we learn them. The updated budget submissions will be presented at the March Board meeting. In April, a preliminary draft of the FY20-21 budget will be presented.

### **Grants Update**

Develop budgets for new grant proposal submissions. Update personnel allocations during the budget process. Assist the Grants Office with processes and procedures,

from a financial perspective, in preparing documentation on the current Time & Effort reporting system. Continue financial support for grant funding.

## **HUMAN RESOURCES**

### **Employment Law Update**

Lisa Guerrero and Selina Bohn attended this year's MRA Employment Law Update Conference.

Topics attended included: Employment Law Year in Review, Common & Avoidable Wage and Hour Mistakes, Eye on pay equity, Legal Considerations for Working with a Culturally Diverse Workforce, and Legal Challenges for Dress and Appearance in the Workplace.

### **Collaborative College Connections Conference by WTCS**

Jacqueline Morris and Lisa Guerrero attended the C3 conference to discuss with other Technical Colleges of Wisconsin how to create and build a diverse faculty and equity in student access and their outcomes. The take away from this conference is to be intentional and deliberate when celebrating equity and Inclusion at the College.

### **HLC Visit**

Human Resources participated in the open forums. At least one representative attended each of the three open forum sessions. HR made an effort to reach all campuses by collaborating and coordinating site visits.

### **Professional in Human Resources (PHR)**

Magan Perez, Benefits Manager, sat for and passed her Professional in Human Resources Certification on February 27, 2020. The PHR, sponsored by the Human Resources Certification Institute (HRCI), is a certification that demonstrates Magan's commitment and dedication to the Human Resources Profession. The PHR is accredited through NCCA and requires its professionals to have specific work experience, competency, and continuing education related to their Certification.

### **Union Certification Election Prep**

Employee relations has received notification for elections for both GTEA and GESP. Communications have started with both groups to provide accurate information. More communications are set to take place in March. Elections will run April 1, 2020 to April 21, 2020.

### **Overload/Underload**

John Frost is working with Deans to have all Overloads at or below a strategic level. Anticipates ending the year with less than \$10,000 in Overloads. Also working to control and eliminate Underloads to the targeted \$0 level.

### **Payroll Mapping**

Mapping of the payroll process continues. Twenty-six processes have been mapped to date.

## **INSTITUTIONAL EFFECTIVENESS**

### **Career Pathways**

The Director of Career Pathways and Program Effectiveness has been working closely with a variety of four-year partners on developing additional articulation agreements. Two new agreements with Concordia University in Nursing and Leadership Development are in the final stages of review and should be available for administrative signatures in March 2020. During a meeting on February 19, 2020, the Director of Career Pathways and Program Effectiveness worked with Chris Head, the Assistant Director of Transfer Services from the University of Wisconsin-Milwaukee, to establish beneficial transfer guidelines for Gateway students and identify four new program areas to investigate for new articulation agreements: Business Management, Supply Chain Management, Marketing, and IT-Data Analytics. These programs are currently under review by UW-Milwaukee program faculty and deans, with the hopes of having agreements established in late spring/early summer 2020.

### **Employee Learning**

New software purchased by Employee Learning is helping departments develop better training programs for their staff. Articulate 360 provides an easy to use, interactive format for creating online training modules that can be uploaded to Red Hawk Tech, the college's training management system. Department experts have been working with the Employee Learning Manager to create training like Lean on Campus, Express Services Cash Handling, and Campus Security Authority training. Red Hawk Tech also recently moved to a simplified theme format that makes navigation easier. With Red Hawk Tech, our Skillsoft library of training, and now the ability to create our own training with Articulate 360, we can be sure we are providing the best, most consistent service to our students.

## **LEARNING INNOVATION DIVISION**

### **Technology Operations**

The Infrastructure Team is working on a plan to replace the last of the CAT5 cabling at the college and upgrading it to CAT6. This upgrade will in turn allow the Network Operations Team to upgrade the network equipment in those areas of the college still running CAT5. And, the network equipment upgrade will enable the Information Security Team to implement higher levels of security in those areas. The target is to have this project completed by the end of the FY2020.

The LANDesk Team has been making great progress in pushing standard operating system images, updates, and patches to more of the College's desktop and laptop computers. This improved level of standardization improves the College's ability to defend against viruses, ransomware, and other malware that might interrupt our operations and instruction.

### **Information Systems**

The implementation of Multiple Measures is complete.

The implementation of the Adult Promise program is in progress.

Updates were made to automate the processing of student name changes for student email.

Multiple updates were made to implement the WTCS reporting requirements for the 2020 Academic Year.

The production Colleague UI server os was updated to a newer version.

### **User Experience**

The UX staff have been working on multiple projects revolving around the security of our endpoints this month.

The first project is making sure that our computers are receiving and applying important Windows updates. This project has included updating the BIOSes on the computers to power on at a specific time and installing a new version of DeepFreeze that makes the computers receive the updates correctly.

The second project is a verification of our asset inventory. Each UX staff member is required to visit at least one computer lab or meeting room and conduct an inventory of all computer related equipment in the room and compare it to our records. This is to assist with our refresh cycle and the physical security of our computers.

Our multimedia team has been working on upgrades to some classrooms, including the iMET center.

6 members of the LID staff attended the annual Brainstorm conference in early March. Topic covered include Esports, asset management, IT Leadership, security, and digital signage.

### **Esports**

The Esports arena is coming close to completion. All the computer assets have been installed and imaged, our Nintendo Switch station is working, and the broadcast room is ready for use.

A club meeting for our club members will be coming in the mid month, and we will begin wide scale marketing of our Esports club very soon.

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **College Access**

Throughout February, the College Access team continued with their weekly high school visits as well as meeting with adult program applicants on campus. We also finished up preparing the many interested high school students to finish their paperwork for the Start College Now program that was due on March 1st. We hosted high school and adult Promise program information events on and off campus. We have given several campus and center tours throughout the district and, biggest of all, put on the annual National Signing Day event for over 200 students committing to Gateway on February 20th.

## **Student Finance Specialist**

Student Finance Specialists were busy meeting with students to complete their financial aid applications for the upcoming 20-21 school year. They also met with veteran students to complete their veteran benefit forms for the Summer 2020 term. High School and Adult Promise FAFSA events were held on each campus to assist students in meeting the application deadlines. They have also kept themselves busy connecting with students via phones, email and in person appointments, workshops and walk-ins. They also began this semester's series of GradReady Financial Wellness Student Success workshops on budgeting, saving and smart spending.

## **Financial Aid**

During February, the financial aid office was busy getting the FA Year for 20-21 set up so that we could begin awarding students. This requires making sure that the financial aid application loads into Colleague correctly, rules that trigger what information we need from students and communication to students in the form of emails and letters is functioning correctly. Then making sure that financial aid awards are accurately populating and calculating properly. This also includes ensuring that students can access their financial aid information for the upcoming year in Self-Service. During the month of February, we began disbursing all free monies available to students in the form of grant and scholarship. Students also received the 1st half of their financial aid loan disbursements. The department has continued with our cross training efforts working towards having team members that are qualified to perform processes and tasks as needed in the absence of the primary expert.

## **Academic Advising**

To continue to support the move to relational advising, align with guided pathways, and support student success we are updating some processes and reinforcing others to ensure that students are connected to the most appropriate expert at the right time. Students will be connected with an advisor once they are admitted to their program. This is a change from the current practice of; as long as a student has test scores on file, an appointment and/or connection is made. We now have a document, "Faculty Advising Off Semester" that lists when faculty advisors are off for a semester.

## **High School Partnerships**

The month of February was busy with registering Transcribed Credit which we are almost done with. We celebrated National Signing Day and had a total of 176 students who walked across the stage, sign letters of intent and put on their new Rudy the Redhawk hat. There were a total of 26 high schools representing that day. We had a HLC visit which Katie and Samantha attended. Katie and Kim are both back from Maternity leave so we are a full team now. We have been working on procedures for the billing of high schools. We look forward to hosting 3 Academy Information Nights in March to anyone interested in completing an application for CNC, Criminal Justice, SMART Manufacturing and Welding. Dual credit was featured in Spectrum news highlighting one of our engineering instructors.



## **LEARNING SUCCESS**

### **Student Life**

February 11-13, 2020, Student Life celebrated Valentine's week by doing a Gateway Redhawk stuffable pillow giveaway in the Student Life/USG Offices. Each student that came to the Student Life/USG Offices and signed in were entered into a drawing for a date-night basket.



February 16-18, 2020, the Student Life Staff and USG Wisconsin Student Government Student Leaders travel to Madison for the Legislative Seminar. The student leaders (Joseph (Joey) Wilber, Angela (Angie) Haney, Angel Ortiz, Dragana (Gaga) Popadic, Prakesh Patel, Alexis Perez) advocated to multiple legislators representing the Gateway districts. The positions Student Leaders advocated for were an increase of the WTCS Wisconsin Grant appropriation, expanding the WTCS to University of Wisconsin System transfer credit opportunities provided by Act 46, and open educational resources.



February 25, 2020, also known as “Fat Tuesday”, Student Life celebrated a Polish tradition that aligns with Mardi Gras. Each campus offered free Paczki that were available from 11am-1pm in the Student Life/USG offices.

Student Life finished the month with the annual Gateway Campus Ambassador Awards Ceremony held in the Madrigano Center on the Kenosha Campus. We were celebrated as student leaders and went before judge panels representing each

campus, to select the Campus Ambassadors.



District & Racine Campus Ambassador  
Megan Bahr, Professional  
Communications  
Endorsers: Jomarie Coloriano, Pamela  
Herr & Stevie Summers

Elkhorn Campus Ambassador  
Crystal Shaw, Veterinary Technician  
Endorser: Amy Hankins

Racine Campus Ambassador  
Berenice Lorenzo, Nursing  
Endorsers: Ken Riley & Rachel  
Christman

Student Life is looking forward to participating in the APCA (Association for the Promotion of Campus Activities) Student Leadership Conference in Orlando, FL from March 4th to March 8th. Student Leaders attending are (Joseph (Joey) Wilber, Angela (Angie) Haney, Castrena (Trena) Woods, Dragana (Gaga) Popadic, Prakesh Patel, Alexis Perez, Abigail (Abbie) Klein) who are all excited to attend leadership training classes, event showcases, and team-building activities.

### **NTO & Step UP**

The NTO & Step Up programs focused on elevating greatness in the Gateway students. The Tailor Made For Success Events, provided students the opportunity to position themselves to make a great impression as they prepare for entering the career world. The event sessions consist of the following: Dress For Success workshop (interview attire), Networking & Pitch workshop, Dinner Etiquette workshop (collaboration with Hospitality Management program), VIP Luncheon (lunch with the Provost, Mrs. Zina Haywood), and The Rock the Runway Fashion Show (in collaboration with Gateway's G-Boutique (clothing closet), Barber & Cosmetology program.







### Learning Success Coaches

The Journey from Human Services to Bachelors of Social Work chat and chew held on Wednesday, February 20th was attended by 20 Human Service students. A total of 4 representatives (admissions counselor, MSW faculty member, clinical assistant professor, and Kenosha center coordinator) from Concordia shared information about the benefits of transferring to Concordia University.



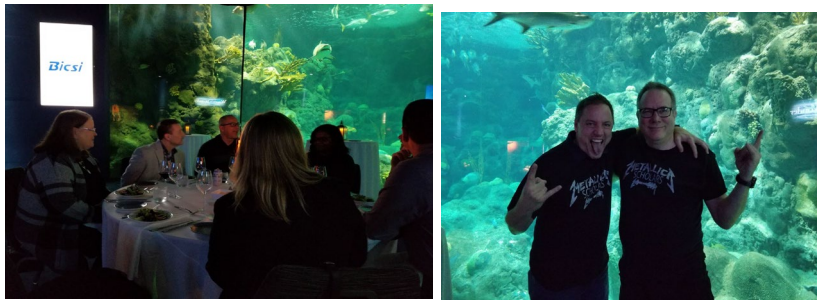
Dr. Davis (Assistant Professor, Department of Social Work) sharing personal experience of working in the field of human services.

## **BUSINESS & WORKFORCE SOLUTIONS**

Randy Reusser met with the technical director of Shoreland Lutheran High School, Dan Nolte. Randy brought Shoreland extra telecom related materials we had on hand, including tools, trainers, and supplies to be used in their STEM classes. These materials will help Shoreland prepare students for advanced IT training at Gateway and technical careers. SLHS is a partner with "Project Lead the Way".



BICSI held the second half of their Board Strategic Planning (BSP) session in Tampa, Florida on February 7, 2020. Randy Reusser represented Gateway Technical College at the meeting and at the 2020 Winter Conference where he was sworn in as BICSI's "North Central Regional Director". This is a two year position and the north central region includes ten States. At the conference Randy spoke with numerous companies and also enjoyed a dinner meeting at the Florida Aquarium sponsored by the Tampa Area Visitors Bureau.



Randy was a judge for the BICSI Skills challenge, "Installer of the Year- Thomas Pate received a check for \$5,000.00. The conference also raised \$29,600 for local charity BuddyBall. BuddyBall provides sports and other opportunities for handicapped children.





## **Fab Lab**

The Lab has continued Hack-A-Thon planning meetings with West Ridge Elementary, 21<sup>st</sup> Century Prep, Red Apple Elementary, and St Lucy's. The Lab hosted an RC Car Workshop and a Digital Art Workshop with the Bridge HomeSchool Group.

Gateway Nursing and Graphics Communication students, and highschool students from Lakeview, Ruther, and Harborside toured the lab, learned 3D printing and printed demos.

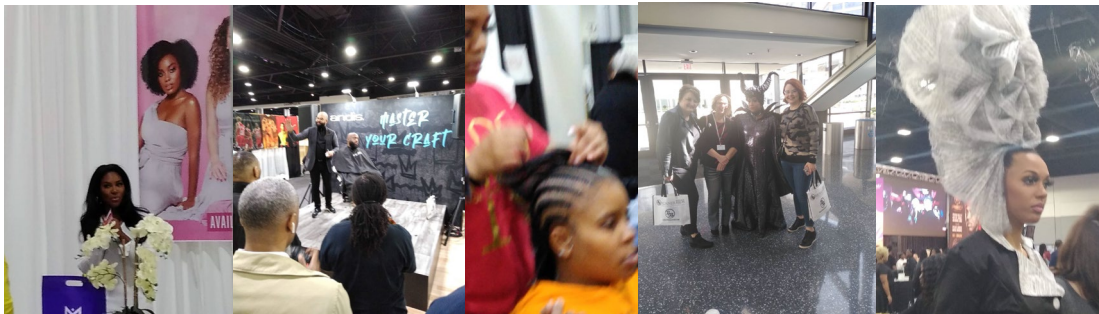
The 2nd annual Valentine's Workshop was hosted by the Fab Lab Club and had 24 attendees. Club students taught patrons how to 3D print roses.

February 8th & 29th were the Guitar Saturday Workshops which provided CNC router training on the ShopBot and guitar design in V-Carve. There were 6 participants from the local community. They also held 3- Intro to Fab Lab & 3D Printer workshops.

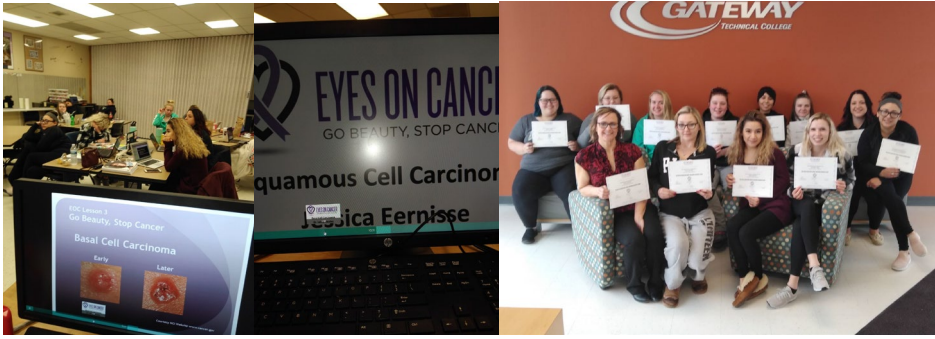
The Mobile Fab Lab brought ShopBot training to our Building Trades Carpentry students on the Kenosha Campus and participated in the Elkhorn Mini Maker Faire.

## **Apprenticeship**

Alberta Heinen went to the Multicultural hair show in Atlanta. She brought back information to share in her teaching about cultural diversity in salons. She took classes on hair adhsancements as well as fade blending for mens hair cutting. In business knowledge they discussed how to charge clients, budget, why be licensed as a barber and what will make you stand out in a career with so many barbers not licensed.



The Apprenticeship Cosmetology students and instructors did an online training program developed to educate on the different types of skin cancer and awareness of suspicious lesions. Hairstylists and barbers are potentially the first line in detection. If skin cancer is possible, stylists should encourage their clients to follow up with their doctor.



February 18th we celebrated with our Dept of Corrections partners the completion of the first cohort from Kenosha Correctional Center. These 9 men completed the Mechanical Maintenance Technician Certificate and participated in practice interviews with five area companies to better their soft skills. Amy Pechacek, Deputy Secretary of the Department of Corrections, served as the keynote speaker and congratulated the students on their accomplishments.

The City Colleges of Chicago toured Gateway's Horizon Center on Feb 10th. Members of Kennedy-King College including President Gregory Thomas, Vice President Eddie Phillips, and Dean Darby Johnsen learned about our partnership with Snap-on and NC3 and how that has transformed our transportation programs over the past decade. These key industry partnerships continue to guide us into the future.

Feb 11-12th, Northeast Iowa Community College came for a two-day tour of Gateway to see how we leverage industry partnerships in our programs. President Dr. Liang Chee Wee and Dr. Kathleen Nacos-Burds, Vice President of Learning and Student Success, assembled a team from facilities, operations, and faculty members to see how we have integrated NC3 certifications in a variety of programs from our various industry partners including Snap-on, Trane, Starrett, Lincoln, and Greenlee.