



**PRESIDENT'S REPORT  
MARCH 2024**

**GATEWAY AS A LEADER**

**ACADEMIC AFFAIRS (Matt Janisin)**

**Academic Operations**

Academic Operations and the scheduling office is responsible for building and producing the course section offerings for the district for each academic term. For the 23/24 academic year, this included 8552 course deliveries and 1664 conflict free academic blocks. These course section offerings for SU24, FA24, and SP25 were imported to our students information system and self service on 2/28/24. This will support student advising, which began on 3/4/24 and registration which begins on 3/18/24. In continued effort to better align the number of sections needed with our student enrollment trends, some sections have been placed in pending status. This should help reduce the number of sections canceled and reduce the number of empty seats in sections. Pending sections will be made active if enrollment warrants. Meeting and event scheduling continues to be very busy and active, with over 90 external requests to use Gateway space and 282 internal requests for meeting, conference, and internal space usage.

Academic Operations is working with the textbook and material costs reduction committee to review various Vendor programs regarding inclusive access/equitable access/universal learning programs. This type of program helps to improve student learning, boost student retention, and provide instant content access.

**Kenosha Campus**

The Kenosha Campus hosted several great Gateway events during the month of February, including the Campus Ambassador Awards, Gateway Advisory Board Appreciation Recognition, African American Youth Empowerment Conference, Kenosha Mayoral Candidate Forum, and the Gateway Foundation Scholarship Awards. The Madrigano Conference Center and Haribo Hall was also a voting poll location for Kenosha community members on 2/20/24.

The Connection Center in Kenosha had a soft opening on Friday, 3/1/24 with their first students taking advantage of the food bank.

**Horizon Center**

A new roof hatch and safety railings were installed on the roof at the Horizon Center.

### **Racine Campus**

On February 26th, Cyndean Jennings, Sharon Johnson, and Christopher Burton met City of Racine Chief of Police, Alexander Ramirez to discuss Campus Safety initiatives.

### **iMET Center**

On February 9, the SkillsUSA competition was held at the SC Johnson iMET Center. Students from high schools around the district competed in various competitions. MEIT faculty and staff helped coordinate and judge the events.

On February 16 students from Salem Middle School toured the iMET Center and engaged in activities in the Fab Lab. Several MEIT instructors assisted in the outreach program.

The STEM and Manufacturing Expo was held at the iMET Center on February 23. High school students from around the district came to iMET to learn about the MEIT programs as well as some area industry partners to learn about career opportunities.

Representatives from Western Technical College visited the iMET Center to learn about our manufacturing programs and our facilities.

### **School of Pre-College and Momentum Programs**

On February 24, the Stem Scholars attended the In Person Study Hall in the Great Lakes room. Vincent Lieu conducted an Academic Advising workshop for the scholars.

The final IET (Integrated Education Training) Welding Grant application will be submitted on March 12. The grant will recruit and train Adult Education and English Language Learners into the Welding Program on the Elkhorn Campus.

### **School of Health**

On Friday, 2/9/24 we hosted 80 children from the Boys and Girls Club for a dental screening with support from our Dental Assistant students and Dr. Brian Waldau and Dr. David Kemper from Racine Dental Group.

In addition to dental, we had a variety of activities provided by the following programs: Barber/Cosmetology, Nursing, Surgical Technology, Medical Assistant Physical Therapist Assistant.

Primrose Retirement Community had a day of giving on 2/15/23. As part of their giving activities, they visited the Lincoln Center and SC Johnson Student Commons and provided gift bags for students and staff.

Planning continues for the Elkhorn health wing remodel. We are working with facilities, coordinating a move out date. The health wing will be empty by 4/5/24.

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

On March 2, the School of MEIT welcomed the Boy Scouts to the iMET Center for them to work on their Merit badges. MEIT faculty and staff engaged with the scouts to assist in their earning merit badges in areas related to our programs.

The following results were announced at the USITCC (United States Information Technology Students Collegiate Conference) Awards banquet.

Six Gateway students in attendance competed in the PC Troubleshooting competition against a field of over 150 IT students. We had three (Michael, Angel, and Felipe) that also competed in the Security competition against a field of nearly 90 IT students from across the country. Both of these competitions started with a timed exam. The top ten scores (timing was used to break ties) qualified for the hands-on portions of the competitions.

Team Gateway's six dig.IT students included: Laura Herrera, Michael LaPointe, Tyresha Mitchell, Noah Owens, Angel Santiago, Felipe Santiago

The following students earned Honorable Mentions:

Michael LaPointe earned Honorable Mention, PC Troubleshooting

Angel Santiago earned Honorable Mention, Security

Our Industry Advisory Committee Spring meetings will be held in March and April coinciding with our Reverse Career Fairs (RCF). These networking events will bring numerous companies to our campuses to meet with students and allow students the opportunity to showcase their work and network with companies. The HVAC and Building Trades RCF will be held at Haribo Hall, IT programs RCF will be held on the Racine Campus, the Advanced Manufacturing and Mechanical Design Technology as well as the Architecture, Civil Engineering, Electrical Engineering, and Mechanical Design Technology programs RCFs will be held at the iMET Center and finally the CNC programs RCF was held on Elkhorn campus.

Industry Partner visits included LMI Packaging, Gordon Food Services, and Centrisys/CNP. A representative from Hobart Services came to Kenosha campus to tour the Refrigeration lab and discuss a fellowship program.

IT faculty and chair Takis Kinis was interviewed by TMJ4 regarding the impact that Microsoft's Data Center and the jobs it will create in the region, including IT careers

which Gateway helps prepare students for. Gateway is in partnership with Microsoft to start a Data Center Academy to support students pursuing careers related to the data center industry including IT as well as critical environments.

### **High School Partnerships**

Throughout February, the High School Partnerships Department concentrated on Transcribed Credit Registration to provide high school students with seamless pathways to higher education. This initiative aims to equip students with college-level coursework while still in high school, facilitating a smoother transition to post-secondary education. A total of 187 sections of students were successfully registered for Transcribed Credit courses during the month. Our efforts have positioned us on track to achieve another record-breaking year in Transcribed Credit enrollment.

As part of Career & Technical Education Month and the Tour of Excellence, we were honored to host Dr. Morna K. Foy, President of the Wisconsin Technical College System, at Gateway Technical College Elkhorn Campus. Dr. Foy's visit provided an invaluable opportunity to showcase the effectiveness of our dual credit programs and collaborative initiatives. During her visit, Dr. Foy gained insights into various dual credit programs, including the Gateway Edge partnership with Elkhorn Area High School, High School Academies, and Wisconsin Department of Workforce Development Youth Apprenticeship programs. These discussions underscored the significance of fostering strong partnerships between educational institutions and industries to address workforce demands effectively.

One of the highlights of Dr. Foy's visit was the opportunity to interact with students enrolled in our High School Academy programs. Visiting these classrooms not only allowed us to showcase student achievements but also provided a platform for students to demonstrate their skills firsthand. It was a truly enriching experience for all involved.

### **Program Effectiveness**

In preparation for the 2024-25 academic year, the program effectiveness team produced 197 curriculum sheets documenting requirements for the college's academic degree, diploma, apprenticeship, and certificate programs. In addition to designing the outward-facing curriculum documentation, the team updated all necessary elements within the WTCS Portal to ensure program requirements and courses received approval from education directors before being offered to students. All curriculum sheets were released to the college in early March.

The faculty and dean subgroup of the college's Student Assessment Committee met on 2/13/24 to discuss potential changes to the annual student assessment plan submission process. After thoroughly reviewing the past few years' worth of submissions data, the faculty and deans supported proposed changes to the process, including making more

effective use of faculty professional weeks in August and April to document plan requirements, and working with deans to secure dedicated time during those weeks for all faculty to engage in assessment discussions. The subgroup will continue to meet this spring to finalize the new approach, which will launch in 2024-25.

### **Institutional Research**

Institutional Research recently analyzed the impact of academic advising on student success. The analysis demonstrated that, when students used academic advising in their first year, they had on average an eleven percentage point increase in 2nd year retention rates and almost a four percentage point increase in 3rd year graduation rates. Furthermore, the use of academic advising served as a protective factor for some of Gateway's most at-risk populations. This assessment demonstrates the high impact of academic advising. Read more [here](#).

### **Grants Office**

The Grants Office will be submitting a \$200,000 Welding Integrated Education and Training (IET) grant to WTCS. Gateway is also working on a Department of Workforce Development Youth Apprenticeship grant to fund the Gateway District Youth Apprenticeship program that annually serves 120 high school students coming from 14 different high schools across Gateway's tri-county district. Additionally, the College is in the final stages of preparing Gateway's Perkins Plan, collaborating with various teams across the institution to submit to WTCS before the end of April.

## **BUSINESS & WORKFORCE SOLUTIONS**

**(Matthew Janisin)**

### **Gateway Industrial Design Fab Lab**

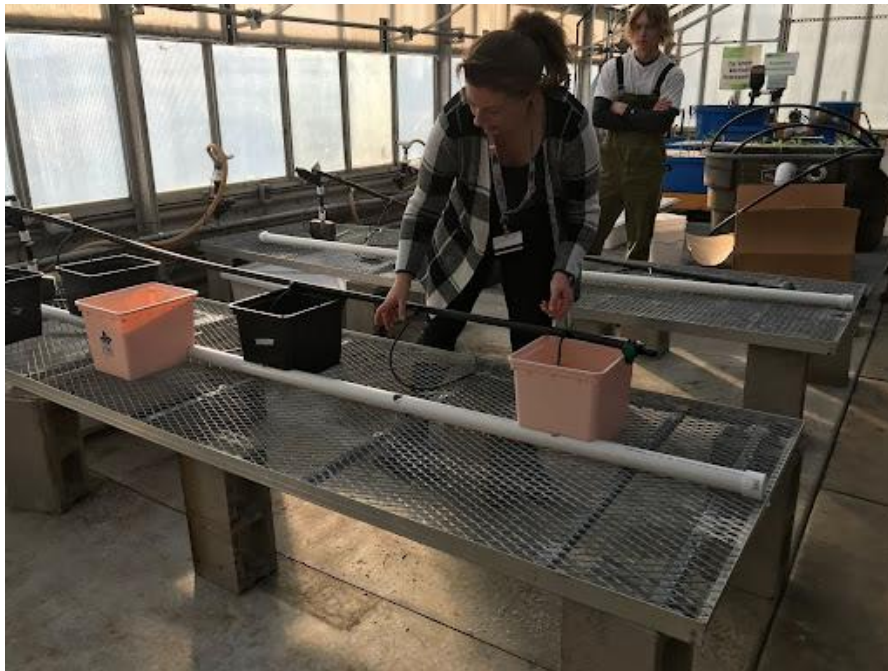
#### **Julian Thomas Middle School**

Fab Lab continued its outreach with another segment of 3D printing. Fifth graders continued learning about modeling and printer set up. Julian Thomas is looking to move into Pre K outreach, and Gateway hopes to continue showing future Redhawks the amazing career opportunities that await them through Gateway.

#### **Horticulture Alternative Growing**

Year three of Gateway Industrial Design Fab Lab and Alternative Growings collaboration continued in February. Students alternate between Fab Lab and Kenosha Campus's Horticulture Center as they design and build hydroponics rigs. Fab Lab provides students with a unique opportunity to expand their creativity and lateral thinking as they formulate ways to reuse materials, make modular components and build full units. Students get unique insight into the intersection of aesthetics and digital fabrication.





Alternative Growing Students got their first NC3 certification in Dremel Idea Builder 3D printing. They look to Certify in Dremel LR40 Laser next! If you'd like to learn more, here is a link the Alternative growing segment aired on the Fab Lab 10:00 AM Radio show: <https://www.wgtd.org/news/gateways-horticulture-program-and-fab-lab-team-explore-alternate-growing-methods>

**REAL School Intro to Fab Lab**

Freshmen students finished printing and painting 3D swords/lightsabers and also started 2D design to make stickers and learn to operate the laser.

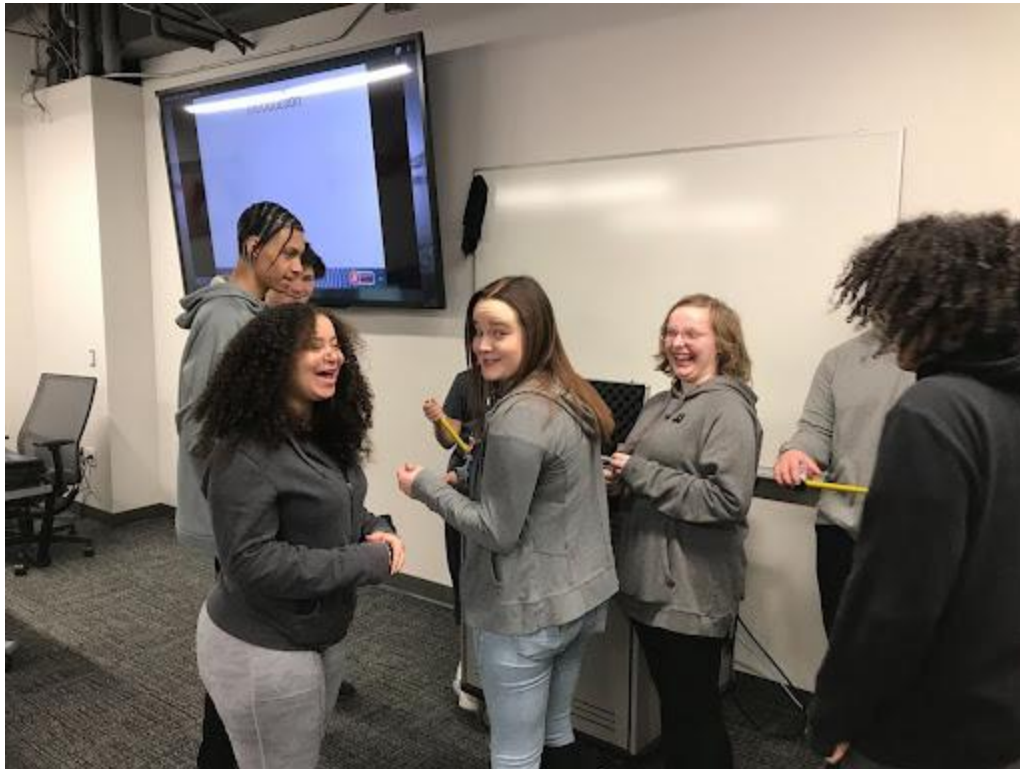
### **KTEC Tormach NC3 Cert**

KTEC started learning fundamentals of CNC and operation of Tormach routers, both NC3 certs.

### **REAL School NC3 PMI Certs**

Fab Lab introduced REAL School Freshmen to Precision Measurement Certifications. Students jumped into PMI Module One - Tape and Rule.

NC3 certifications provide an amazing opportunity to introduce students to careers in engineering, as well as providing core competencies.



### **Fab Lab Club Valentine Roses**

The Fab Lab Club offered 3D printed and sold roses to raise funds for the club.

### **Visiting Guests to the Lab**

Among the many visitors to Gateway Industrial Design Fab Lab were Instructor Elaine Asma's American College Culture Class with students from Mexico, South America, and Ghana. Fab Lab also had visitors from Persia and the United States Navy!

### **Salem Middle School Tour iMET Center**

Fab Lab set up a tour for the entire 7th grade class to come tour iMET and see some of the engineering and other career fields offered. Each student was able to try their hand at every activity. Thank you to Thad, Justin, Brett, Mike, John, David, Travis, Cue and Albe for making it a reality.

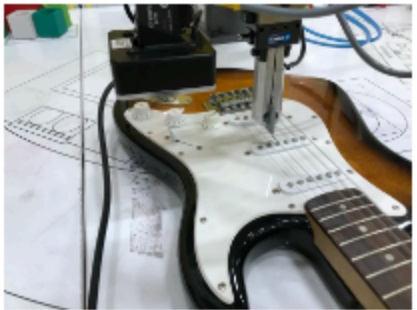


### Elkhorn Mini Maker Faire

The Fab Lab took part in the 5th Annual Mini Maker Faire in Elkhorn. The fair promotes do-it-yourselfers and helps fund scholarships in “Maker” fields and STEM initiatives in the Elkhorn Area School District.







### **Concordia Lutheran Winterim**

The Fab Lab attended Concordia Lutheran's Winterim event, bringing equipment for the students to experience.

### **Dental Assistants Models**

In collaboration with Instructor Heidi Gottfried, Gateway Industrial Design Fab Lab assisted in printing 17 educational teeth models. Models were sourced from the University of Dundee, School of Dentistry's Sketchfab collection.



### **Fab Lab 10:00 AM**

In February, in honor of Black History Month, Fab Lab 10:00 AM focused on diversity in Civil Engineering. Gateway's Samuel Lopez, Director, Men of Color Scholar Program and Alumni George Morgan were the on-air guests. Morgan recounted his experience developing his career through Civil Engineering and Dr. Lopez provided information about the resources available to those trying to better their lives. Civil Engineering called attention to the amazing contributions of men of color in architecture and engineering. The segment can be found at:

WGTD: <https://www.wgtd.org/news/men-color-scholars-program-outlined-fab-lab-10>



### **Digital Art / Guitar Saturday**

As Fab Lab gears up for Summer Guitar Building workshops, Saturdays are dedicated to Digital Art and Guitar. Fab Lab hosted local entrepreneurs from Root City; and Local Land Development Administrator Nancy Washburn, who was interested in showing her grandkids the Lab. Ron Heller, Gateway Foundation guitar build recipient, was also in to continue his build.

### **RAMAC Joint Business Blender**

An estimated 210 people attended RAMAC's mixer to network and tour S.C. Johnson iMET Center. Gateway Industrial Design Fab Lab was proud to showcase the Lab as participants dropped in to see firsthand the collaborative capabilities and learn more about what the Fab Lab offers students and the community.



## **COMMUNITY AND GOVERNMENT RELATIONS (Stephanie Sklba)**

### **Community and Government Relations**

#### **Foundation**

Thank you to the 335 donors whose investment in Gateway students empowers them to change their lives – forever. As of February 29, 2024 the Foundation has received \$407,825.

The generous gifts were from individuals (including Gateway faculty and staff as well as alumni) and organizations (including businesses, foundations, and service clubs). Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, The President's Opportunity Fund, the Gateway Promise Endowed Fund, student emergency funds, the WGTD Program Fund, the Short-Term Training fund, Foundation Scramble and the Innovation Celebration.

We are grateful to the following organizations for their generous support:

- Butter Buds (\$1,250) for the Martin Luther King Day Celebration,
- Compeer Financial Fund of the Chicago Community Foundation (\$2,500) for the Compeer Financial Scholarship
- GENE Haas Foundation (\$2,300) for the Women in Manufacturing Event
- Katt Construction, LLC, (\$1,250) for the Martin Luther King Day Celebration

We would also like to thank the following organizations for their In-Kind gifts:

- Kenosha County Sheriff's Department for their donations of Squad Cars

On Saturday, February 3, 2024, the Foundation hosted its annual Scholarship Awards Ceremony. We celebrated with more than 175 guests the accomplishments of our 207 scholarship recipients who earned more than \$256,000 and the generosity of Foundation donors. More than 260 scholarships were awarded during the Continuing Student Scholarship cycle.



Mark your calendar today for the 30<sup>th</sup> anniversary of the Foundation Scramble. The event will be held on Thursday, May 23, 2024, at the Hawks View Golf Course in Lake Geneva.

Sixty (60) students have received assistance through the emergency grant program as of February 29, 2024. The Foundation's student Emergency Funds have helped forty-eight (48) students with a total of \$33,730.20 in support of tuition, utilities, transportation, dependent care, and food. Thanks to a grant from the Wisconsin Technical College System to the College, \$5,774.64 for rent and utilities has been granted to twelve (12) students.

The Foundation's Facebook currently has 798 followers.

The Alumni Association's following on Instagram is 78. Its LinkedIn following has grown to 299.

## Marketing

The Marketing team continues to work closely with Recruitment team efforts to communicate and market recruitment events such as the recent Gateway Career

Exploration events and the Red Hawk Ready events. In addition, we're working to support upcoming Summer and Fall Semester registration efforts for continuing students including text, email, mail and digital.

The Marketing team has been focused on planning, marketing and supporting a variety of exciting events at the college including the recent visit of [WTCS President. Morna Foy](#), the [Joint RAMAC/Chamber Education Business Blender](#) and student events such as Diversity 365 and [Campus Ambassadors](#) as well as looking forward to Earth Day and Commencement.

## **WGTD**

We've been focusing on organizing a series of post-primary candidate forums and securing sponsors. Thursday evening, Mar. 14th, WGTD will meet candidates in contested races for Kenosha City Council and Kenosha County Board. As of this writing well over 75% of the candidates have accepted our offer. The 'mini-forums' will be streamed live on Facebook then archived. A week later, Thursday the 21st, WGTD will host a Kenosha mayoral forum in HARIBO Hall beginning at 6:30 followed by Kenosha School Board candidates at 7:30. In addition to welcoming in-person observers, the event will be streamed live on Facebook and archived. On Monday the 18th, WGTD will conduct mini-forms with candidates in contested races for Racine City Council and Racine County Board. We're also issuing invitations for two judicial candidates.

## **LEARNING INNOVATION DIVISION (Jeff Robshaw)**

### **Information Systems**

The implementation of Ellucian's / Campus Logic's Student Forms is in progress. Campus Logic was previously acquired by Ellucian. The first use of this product will be to provide the updated 2024 Financial Aid forms.

The integration between the Colleague ERP and the Brightspace LMS is now being used in production for 2024 Summer. At this time only sections are being sent. Processing 2024 Summer registration will be the next step. This integration will automate the sending of Students, Staff, Courses, and Enrollments from Colleague to Brightspace.

The integration between Red Hawk Tech and Brightspace is also in production use. This integration automates the sending of Courses and Enrollments from Red Hawk Tech to Brightspace.

The implementation of eTranscripts is in progress. eTranscripts will allow students to request and transfer their transcripts digitally.

Information Systems is supporting the Moonshot for Equity project by providing requested reporting.

The Colleague UI servers are being upgraded to a new OS and UI version.

Seven I.S. servers are being upgraded because their current Operating System is nearing end of support.

### **Information Technology**

We have an upcoming implementation project for a new Privileged Access Management solution, Beyond Trust, beginning in late March. Privileged access management (PAM) is an identity security solution that helps protect organizations against cyberthreats by monitoring, detecting, and preventing unauthorized privileged access to critical resources. PAM works through a combination of people, processes, and technology and gives you visibility into who is using privileged accounts and what they are doing while they are logged in. Limiting the number of users who have access to administrative functions increases system security while additional layers of protection mitigate data breaches by threat actors.

The network and infrastructure teams will complete the multi-year edge switch replacement project on March 17th! This has been a well-coordinated, efficiently executed project that has involved many Sundays, a big **THANK YOU** to all those involved!

Our LAN Team's Google Drive migration project is nearing completion! The team is currently working on solutions for some of the niche file shares still in use by a handful of departments/programs. This is another project that took careful planning/execution and makes efficient use of resources that the college was already subscribed to. Another big **THANK YOU** to those involved!

### **End User Computing and Distance Learning**

We officially have students in Brightspace. Several students have been added to Brightspace as they are registering for courses. While they do not have access to any course content yet, they are able to access the tutorials and training videos. The Distance Learning Team continues to work with faculty as we draw near to going live with our new LMS.

Campus Techs have been installing our new ultra wide monitors. These are replacing the dated and much smaller dual monitors in the IT Labs. They are also replacing the IT computers as the endpoint team completes provisioning them. This project has a cost

savings of about \$100.00 per station due to only having to install one Ultra wide monitor instead of 2 regular monitors. This also creates more desktop space for the IT students.

We are finalizing our preparation for deploying Windows 11 stations, and the first stations will be deployed out to users during March.

We are working with a vendor to begin the project of upgrading the equipment in Haribo Hall. The plan is to have the work done between April 29th and May 29th. A big part of this project will be to remove the projectors and the existing screens and replace them with two large wall mounted LED displays. This project will also provide audio upgrades and displays for captioning.

Multimedia upgrades for classrooms will begin in April, with planned completion in June. This will impact approximately 30 classrooms and learning spaces throughout all campuses.

### **ENROLLMENT (Stacy Riley)**

Spring enrollment remains positive 11.8% FTE. Year-to-date enrollment, including summer, fall, and spring is positive +7.5% FTE compared to this time last year. Additionally, student headcount year to date is positive +6.0%. Summer and fall priority registration opens on March 18.

### **STUDENT AFFAIRS (Stacy Riley)**

#### **Admissions**

The Admissions team has been busy updating changes to the 2024-2025 curriculum that was just released. We have opened applications to the 6 new academic programs over the year. The decision to close 7 Technical Diplomas and Associate Degrees, along with 32 certificates requires our team to identify and communicate with students who have open opportunities for those programs. Additionally 10 programs announced program location changes, which requires a similar identification and communication process to these prospective students.

#### **Spring 2024 "late" app data:**

574 applications were submitted in the one month prior to the start of Spring Term (Dec 15 2023-Jan 15 2024).

406 applications completed in the one month prior to the start of the Spring Term (Dec 15 2023-Jan 15 2024) (406 represents total applications that reached "complete status" during one month prior to start of term regardless of submission date. 291/574 \*50.7%\*



of those that submitted in the one month prior to the start of the term completed during this time frame as well.

319 applications were submitted in the 2 weeks prior to the start of Spring Term (Jan 1 2024-Jan 15 2024).

265 applications were completed in the 2 weeks prior to the start of Spring Term (Jan 1 2024-Jan 15 2024) (265 represents total applications completed during the two weeks prior to start of term regardless of submission date. 174/319 \*54.5%\* of those that submitted in the two weeks prior to the start of the term completed during this time frame as well).

148 applications were submitted ON/AFTER the start of the Spring Term with an intended Start term of Spring (Jan 16 2024-Jan 23 2024).

200 applications were completed ON/AFTER the start of Spring Term with an intended Start term of Spring (Jan 16 2024-Jan 23 2024) (200 represents total applications completed during the first 1 week of the term regardless of **submission** date. 80/148 \*54%\* of those that submitted in the first 1 week of the term completed during this time frame as well).

Approx 18% of total applications submitted for Spring were submitted in one month before term start! 3222 total applications submitted for Spring 2024 by Jan 23, 2024 (one week into semester).

### **New Student Specialist (NSS)**

### **Financial Aid**

During the month of February, FAO team members spent numerous hours attending online webinars to prepare for the upcoming 24-25 aid year. Team members have been busy working with CampusLogic to learn how to set up StudentForms to assist students in the completion/submission of verification documents. During February, \$7,038,845 was disbursed in aid to students' accounts. During February, 23 SAP Appeals were submitted for review for the Summer '24 term.

### **Student Finance Specialists (SFS)**

During the month of February, the SFS supported FAFSA events within the high schools. A couple of which were to help train high school staff and others on how to assist students in completing the 24-25 FAFSA. They also presented in 3 Paying for College sessions at the AAYEC event. The SFS have scheduled up All Things Student Finance Workshops & FAFSA Workshops through April on all campuses. They continue to work on ways to market their availability to students.

## **Academic Advising**

During the month of February, Advisors continue to work on creating and updating academic plans for students for the Summer and Fall 2024 semesters. February is an ideal time to update plans as students cannot actively register for the upcoming terms. The goal is for all students to have an academic plan. Advisors also attend their program curriculum and advisory committee meetings in February. Advisors share information about their programs, student experiences, as well as take in information from community members active in the programs.

The Peer Advising Committee members worked on updating communication plans for the Peer Advisors for the Summer. Examples of communication plans that will be conducted throughout the summer are: student has a plan for Fall 2024 but is not registered, student was admitted in Summer 2024 but did not start, student is registered for Summer 2024 and not Fall 2024, etc. Peer Advisors work on calling or texting these students encouraging them to get connected with their Academic Advisor.

## **Career & Employment Services**

February was a very busy month in CES. CES participated in the following:

Presented to the Board of Trustees on Ends statement 4.1; participated in the SE WI Talent Consortium meeting with RCEDC, KABA, Carthage, and UWP on the topic of recruiting trends and ways to engage young professionals; Attended a panel discussion on social and environmental performance at the Business for a Better World event to promote transparency, responsible governance, and learn about B Lab certification called "B Corp"; Attended a Business Blender networking event with Carthage, Herzing, Gateway, at UWP; Conducted Mock Interviewing at Case with Case H.S. Career Pathway sophomores; Judged regional talent at Skills USA event at iMET; Initiated ongoing proactive outreach campaign with Disabilities Student Services (DSS) including tabling and workshops; Staffed a high school recruitment event focusing on STEM careers; Presented at the African American Youth Empowerment Conference; Attended the RAMAC business blender and gave tours to Wilmot high school students.

## **Tutoring Services**

As students enter week 9 of the spring semester, Tutoring Services has hosted almost 1,800 student visits, an increase of about 5% from the same time last year. Roughly 74% of those visits have been on-campus, whereas approximately 26% of the sessions have been conducted virtually via Zoom. The tutoring team is fielding more requests for support from students taking dual-enrollment courses at Gateway than in years past. LSC faculty have secured access to the Brightspace practice platform for all tutors, and tutors are working to familiarize themselves with the new LMS so that the team is

prepared to help support students and faculty through the upcoming transition from Blackboard.

### **Libraries**

The libraries welcomed Yesenia Redwing in a full time capacity as our Library Technician Floater. Her home base will be the Racine Campus Library, but she will be traveling to other locations for training and, when needed, for staffing. Library staff are excited to have Yesenia and her excellent customer service skills on our team!

### **Student Life**

Student life and United Student Government attended the Legislative Seminar in Madison with Wisconsin Student Government during the end of February. Students were able to advocate for the Wisconsin Technical College student body. United Student Government nominations are open until March 29th. Student Life and Strengths participated in the African American Youth Empowerment Conference by hosting Strengths workshops for prospective students. During these workshops students learned how to utilize their unique talents to become future leaders. Strengths also hosted a workshop with the Law Enforcement Academy. Student Life events that will be hosted in March include Spud-tacular, Hop To IT, and Trivia Time. During the Spring term approximately 40 clubs are currently active. We are also happy to welcome Paola Eke to the Student Life team!

### **Learning Success Coaches**

The Nursing Learning Success Coach is working with the tutors on reviewing Dimensional Analysis to ensure consistency when tutoring the nursing students.

### **Impact Program**

Gateway opened a food pantry on the Kenosha campus. Room A104 is the current pantry and future site of G Boutique and the Connections Center. Any student facing food insecurity can shop at the pantry once per week. Gateway's Voter Friendly Campus Committee has been developing an action plan for fall 2024. This group is planning nonpartisan voter education and outreach for students to learn about election processes and their civic power.

### **Testing Services**

Testing Services is celebrating our first year successfully partnering with the shared Radiography program with Lakeshore Technical College. Radiography students are taking their LTC courses distance-based on Racine Campus. Testing Services provides a secure location for those students to take their exams. We are now in our 4th

semester of this partnership and are working with our second cohort of students! Testing Services is pleased to support innovative course delivery methods like the Radiography program!

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

#### **D365 - Submitted by Jomarie Coloriano**

Gateway celebrated Black History Month with a series of engaging events that highlighted the rich cultural heritage and contributions of the Black community. The month kicked off with an Arts-themed Welcome Breakfast on February 1 at the Racine Campus, featuring a vibrant atmosphere that set the tone for the festivities. A Door and Poster Decorating Contest added a creative touch, allowing participants to showcase their artistic talents until February 15, with voting from February 19 to 29.



The celebration also included Virtual Music Listening Sessions every Friday throughout February, offering participants an opportunity to delve into the musical aspects of Black history from jazz to hip hop, and learn about musical history. Additionally, interactive dance experiences were a highlight, featuring Xtreme Hip Hop Step with Monique McKnight on February 8 (Kenosha) and 22 (Racine), and Line Dancing on February 21 (Elkhorn).

Black History Month concluded with the Kenosha Campus hosting a Taste of Culture event on February 29, providing a delicious exploration of diverse cuisines. Arion Thurmond, a Masters of Mental Health Counseling and Art Therapy student at Mount Mary University, provided the keynote address in which she highlighted the value of

culturally-responsive practices through the arts and the importance of wellness. These events celebrated Black history, and inclusive excellence and fostered a sense of community and appreciation for the rich cultural tapestry within Gateway.

### **Multicultural Support Specialist (Desmar McDuffie)**

The Multicultural Program supports program students through case management as well as provides a weekly virtual meeting open to all program students.

Furthermore, the program provides Ouch! That Stereotype Hurts: Communicating Effectively in a Diverse World workshops to various classes throughout the district to help students improve their communication skills and diversity competencies in preparation for their entry into the workforce.

The Multicultural Program continues to assist English Language Learner students through conversation groups. The groups which are offered Friday mornings and afternoons, provide a space for English Language Learners to apply speaking and listening skills learned in their classes with peers and staff.

This Spring, the Multicultural Program has been involved within the campus community, participating in several committees throughout the college such as: Black History Month, Transfer Fair, Moon Shot for Equity amongst others.

In partnership with the TAG TRiO program, HEADS UP Mentoring is piloting a mentoring community serving their program students for the Spring semester. This mentoring community will serve as the first under HEADS UP to offer current program students as mentors to new TAG TRiO students.

### **TALENT & CULTURE (Jacqueline Morris)**

Training and Development continues to support the onboarding and orientation of new employees through the Gateway Journey. In the last month, 35 employees participated in six Gateway Journey activities resulting in nine employees completing their Gateway Journey. Additionally, we oriented three new employees to their Gateway Journey activities.

The Training and Development Manager worked with the Director of Safety and Security to provide all security staff with access to Red Hawk Tech so that they could benefit from compliance and ongoing professional development training. There have also been discussions with the Director of High School Partnerships on providing training to those employers who partner with Gateway on the Department of Workforce Development Youth Apprenticeship Grant.



Training and Development worked with the Teaching and Learning Excellence team to provide training to faculty on the upcoming transition from the Blackboard to the Brightspace learning management system. To date, 180 faculty and staff have participated in one or more training sessions. Sessions will continue as we approach the transition this summer.

Jacqueline Morris participated in the Academies of Racine-Case High School Mock Interviews On February 8th and 9th, the Academies of Racine Case High School will be hosting mock interviews for all sophomores. This session is designed to provide interview coaching, particularly for those sophomores who are practicing their interviewing skills for the first time. It may also be their initial experience engaging in one-on-one discussions with adult professionals. We are reaching out to seek your assistance in coaching our students during these mock interviews. Your role will involve asking a set of predetermined interview questions to the sophomores in a one-on-one setting, offering guidance on interviewing techniques. This is a valuable opportunity for these sophomores as it marks their initial exposure to such an exercise, and your expertise will greatly contribute to their development in this regard.

WTCS Federal Affirmative Action Plan Training was attended by Jacqueline Morris. WTCS training for HR leaders and DEI group. Phase #1 Overview (90 minutes)

- \* Office of Federal Contract Compliance Programs (OFCCP)
- \* 11246 & 503 regulations
- \* Affirmative Action Plan components – list of reports and brief explanation
- \* EEO vs AA
- \* HR & Recruiter Role
- \* OFCCP Resources
- \* Sneak peek at applicant tracking requirements

## **FINANCE, ADMINISTRATION & FACILITIES (Sharon Johnson)**

### **Read Across Kenosha**

Erica Bernhardt, Angela Kaye and Sue Debe participated in the 14th Annual **Read Across Kenosha**. As volunteers, they read One Fish Two Fish Red Fish Blue Fish by Dr. Seuss and Interrupting Chicken by David Esra Stein to kindergarten students at Southport School and Grant School. Books



were donated to each classroom via the United Way of Kenosha County.

### **Student Accounts Update**

- As of February 2024, Gateway has afforded 1,110 military-connected students a free application waiver. Military-connected students can use GTCVET to have their application fee waived. We are excited to continue to offer this to our students!
- As of the 2024 spring semester, the Fresh Start to Finish Program has 7 eligible students participating. This program supports returning students the opportunity to overcome their past due balance at the college by offering a grant to assist with paying the past due balance!
- In collaboration with EAB, Student Accounts is supporting the Moon Shot for Equity work by leading the team for microgrants. Microgrants provide retention grants to students to overcome financial shortfalls that prevent them from paying tuition and fees. The following recommendations were made to the Moon Shot for Equity Steering Committee and to ELC:
  - Proactively award a grant with pre-set eligibility criteria to students that have past due debt but less than 12 credits until completion.
  - Create awareness and increase the number of students utilizing the Foundation and Wisconsin Technical College System emergency funding.
  - Increase funding for the Fresh Start to Finish Program that provides returning students a grant to cover their past due balances with the college.



### **Community Connectedness**

Sharon Johnson attended recent community meetings and gatherings:

- WTCS Business Officers Committee Meeting
- RAMAC/Kenosha Chamber Biz Blender
- RCHC Executive Committee
- RCHC Board of Directors
- TEMPO - Racine

### **Grants Update**

The grants accounting team continues to provide accounting and budget support for existing grants and possible new grants including an Allied Health Grant and Oral Health Grant.

### **Facilities**

In preparation for the start of construction on April 8, the Elkhorn Facilities team is working with the Academic teams to clear out the rooms for the Elkhorn North Building Health Careers and Science Lab remodel and the Elkhorn South Building HVACR and Welding Lab remodel. Both remodels will be complete in time for Fall 2024 classes.

### **FY 2024 - 2025 Budget Update**

The FY24-25 budget process brings a renewed focus on strategic planning and forecasting. Considerations are being given to the new efficiencies and processes, our

strategic initiatives, and the general cost of operations. We continue to incorporate revised planning assumptions as we can finalize or receive updated information. Updated information will be communicated at the March Gateway Technical College Board meeting and a preliminary draft of the FY24-25 budget will be presented in April.

### **Safety and Security**

Safety and Security staff are continuing to work with LID on getting desktop panic buttons installed on public facing computer stations across the district. Chris Burton, Director of Safety and Security, is working on getting some more public relations outreach done. He is developing a brochure highlighting some of the services offered by security. These will be included in informational brochure racks around the campuses. Chris will also be manning a table at the upcoming Red Hawk Ready orientation event on all three campuses to hand out safety information and answer any safety and security questions that incoming students and parents may have. Chris met with Racine Police Officer Powell who covers the area of the Racine Campus and discussed some of the challenges we face on the Racine Campus. Chris will be repeating this outreach with law enforcement agencies around Gateway's other campuses and centers. In addition to getting to know our community partners a little better, he is also updating emergency contact information with these agencies and discussing strategies on how the college can improve emergency response on all campuses.