



GATEWAY AS A LEADER

The ribbon cutting for the EVOG course was held. This was an outdoor event and we highlighted our new partnership with Kunes Country Auto Group. There were many in attendance along with Rep. Wittke, who would like to set up a meeting with the college to discuss college initiatives and to learn more about what the college is doing during the pandemic and how we are reaching out to the communities.

ACADEMIC AND CAMPUS AFFAIRS

General Studies Division

Dr. Richard McLaughlin co-authored another peer-reviewed journal publication.

Abstract

Bacterial pathogens are a major threat to both humans and animals worldwide. It is crucial to understand the mechanisms of various disease processes at the molecular level. *Shewanella* species are widespread in the environment and some are considered as emerging opportunistic human and marine mammal pathogens. In this study, putative virulence factors on the genome of *Shewanella indica* BW, a bacterium isolated from the Bryde's whale (*Balaenoptera edeni*), were determined.

Additionally, for comparative purposes, putative virulence factors from two other *S. indica* and ten *S. algae* strains were also determined using the Pathosystems Resource Integration Center (PATRIC) pipeline. We confirmed the presence of previously reported virulence factors and we are proposing several new candidate virulence factors. Interestingly, the putative virulence factors were very similar between the two species with the exception of microbial collagenase which was present in all *S. algae* genomes, but absent in all *S. indica* genomes.

Citation:

Tamez, A.M., McLaughlin, R.W., Li, J. *et al.* Searching for putative virulence factors in the genomes of *Shewanella indica* and *Shewanella algae*. *Arch Microbiol* (2020). <https://doi.org/10.1007/s00203-020-02060-1>

School of Protective and Human Services

The Human Services Associate program completed a successful virtual onsite accreditation visit from CSHSE. The final results will come in November.

On October 20, 2020, the Lakeland Animal Shelter sent Valerie and Spike, 2 cats up for adoption soon, to be the first surgery patients in the Veterinary Science Building. Dr. Tony Spatz performed a spay and neuter with the assistance of Instructor Jena Imse and Lab Assistant Denise Savel. The second-year students were able to have their first surgery experience here on campus. They were set up in 2 teams with

each student assigned a set of responsibilities they would have working in a clinic.



Criminal Justice Studies program completed a major curriculum modification, thus reducing the program to 61 credits, and creating three new courses (Intro to Corrections, Intro to Criminology, and Trends in Criminal Justice), and added a required internship course in order to increase career work-based learning in the

vast field of criminal justice.

Law Enforcement Academy director, Rich Stein, completed a two-day Train the Trainer workshop on Fair and Impartial Policing (FIP). Director Stein will infuse the FIP competencies into the Academy's 720 curriculum and provide opportunity to local law enforcement agencies by hosting a Train the Trainer workshop

The Horticulture/Greenhouse Operation program held its annual "Adopt a Plant" event on the Kenosha and Elkhorn campuses on October 27 and 28. Students who adopted a plant were entered into a raffle to win a pumpkin planted with succulents.

Burlington Campus

The EMS program completed another National Registry Exam on Friday, October 23. Fifteen individuals participated, five of whom were Gateway Technical College EMT students, who passed. Thus achieving a 100% pass rate. The Exam was also opened to testers from northern Illinois since the site has been closed due to COVID.

Elkhorn Campus

The next Gateway mobile event we will be hosting is our Virtual Explore Gateway - Elkhorn Campus on November 19. Sam Ingo and Terry Simmons are currently working with some faculty to pre-record and others will be showcasing live along with a brief presentation from Dan Peterson from Disability Support Services.

COMMUNITY AND GOVERNMENT RELATIONS

Community and Government Relations

Last month, we were able to participate in the DOE Virtual College Showcase. This event highlighted the efforts that Gateway has made to keep our students and staff safe and healthy. This video was shared with our legislators and we have received very positive feedback.

The Wisconsin Women in Higher Education Leadership hosted their virtual conference with a number of employees at Gateway attending. This was a great opportunity to learn about staying healthy, making priorities and how to brand yourself. The conference ended with a wonderful panel of female college and university presidents from Wisconsin.

Sustainability

The 2020 annual sustainability report has been completed. This report showcases the activities that have taken place at the college as well as highlights the progress that is being made with our Greenhouse Gas Inventory.

The Center for Sustainable Living has taken its community programs into the virtual world and is offering "to go" projects for the school districts. There are four programs that will be available for them to choose from based on the age of the students and the topic of interest. We continue to provide supplies to the afterschool program at Turtle Creek Elementary School in Delavan.

The Green Scholars program for the students at Gateway has been updated and we are working closely with those students that have signed up for the program. During this program, students earn points based on their sustainability activities. These points are collected until they graduate and if they earn enough points they graduate as a Green Scholar.

Marketing

The Marketing Department looks forward to launching the college's new intranet landing page in mid-November. The revamped [intranet page](#) will provide a hub for employees to receive college updates and information. Internal news stories and updates will be published weekly as well as employee "shout outs." In addition, all departmental intranet pages have been updated and moved to new templates or Google sites. Many thanks to all of the departments for all of their efforts to update and create their new intranet pages.

We are continuing to work to keep Gateway's website fresh and update for prospective students and the community. Marketing is currently working to review all individual department and service pages as part of our annual review process. Gateway's website continues to be a key to connecting with prospective students. The pandemic has impacted site visits as it has many things at the college. Overall site traffic is flat year-over-year with 5,857,602 page views in 2020 with traffic improving as we led into fall semester. Visitors continue to spend more time on site with average time on site increasing by 8%.

Spring semester push efforts are underway with a strong continuing student registration campaign that began with postcards, texts and emails promoting priority registration as well as digital ads. We'll be continuing with our "all postal" mailer in late-November as well as print/digital/billboard advertisements. We'll also be continuing to target key student demographics such as non-returning students, prospects, and job-seekers as well as promoting upcoming events such as Gateway Mobile and Fast Track.

Foundation

We are grateful to our 281 donors who choose to support Gateway students and the community through Gateway Foundation.

As of October 31, 2020, the Foundation has raised \$121,481. 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 Gateway Promise Endowed Fund, Promise 2 Finish, Fresh Start to Finish Grants, student emergency funds, and the Short Term Training fund.

Thank you to the following organization donors for their support:

- Camosy Construction (\$2,500) Gateway Foundation Presents: Innovation Celebration To Go
- Complete Office of Wisconsin/Emmons Business Interiors (\$1,000) Innovation Celebration
- Educators Credit Union (\$1,000) Mission Support

- Fontana Garden Club (\$1,000) Fontana Garden Club Scholarship
- Johnson Financial Group (\$5,000) Innovation Celebration
- Lab Midwest (\$2,500) Innovation Celebration
- Partners in Design, Architects (\$2,500) Innovation Celebration
- Randall & Pobar, LLC (\$1,000) Innovation Celebration

We are delighted Kunes Country Automotive Group has committed \$250,000 in endowed scholarships for students enrolled in Automotive, Diesel, and Law Enforcement Academy programs. In grateful recognition for this generous gift, the College has named the Emergency Vehicle Operations Control (EVO) track the EVO track powered by Kunes Country Automotive Group.

More than 260 Gateway students submitted their applications for the Continuing Student Scholarship application timeframe. More than 30 volunteers are in the process of reviewing scholarship applications. We anticipate notifying students of the decisions prior to the end of December.

More than \$9,300 has been awarded to students through the student emergency funds. Funding has been used for tuition, fees, books, utilities, groceries, and transportation.

Gateway Foundation Presents: Innovation Celebration To Go will take place on Saturday, November 7, 2020 at 6 pm. In the virtual format, we are pleased we expect more than 70 guests for this uniquely Gateway event that includes updates, educational workshops, student testimonial, President's address, and auction. We are grateful to all of our generous sponsors, guests, and committee members. Save the date for Saturday, October 23, 2021, when we hold the 2021 Gateway Foundation Presents: Innovation Celebration.

WGTD

WGTD survived the last days of the election season mostly unscathed. We were the only local media outlet to monitor the massive effort to count the City of Kenosha's 30,000 absentee ballots in the late-night and early-morning hours right up until the time the task was completed at about 3 a.m. The move made it possible for us to provide our audiences with the most up-to-date results as soon as they woke. A photo of Kenosha's clerk/treasurer, with a police escort, literally carrying the results to the Kenosha County Center for uploading was posted on our Facebook page, which carried local updates through the evening and early-morning. Over the air, WGTD carried coverage from NPR and Wisconsin Public Radio.

ENROLLMENT

The Fall semester enrollment is negative -14.1%. Spring enrollment through the first weeks of registration is down -11.2%. Year-to-date enrollment, including summer, fall, and spring enrollment is negative -10.2%. Additional personal outreach to students will happen through the end of the year.

FINANCE, ADMINISTRATION

FY 2021-22 Budget Process Update

The Budget Office met with ELC to review planning documents for the FY21-22 budget process. The budget assumptions and calendar will be presented for review at the December Board of Trustees meeting.

Grants Update

First quarter meeting of the Special Revenue Fund held with Project Managers which included a review of current project status (performance and financial), distribution of guidelines information for WTCS grant proposals due in December 2020 and January 2021 along with project ideas to date and funding allocations. The grant team continues to engage in learning opportunities to stay current with best practices.

Business Officers Committee

Sharon Johnson attended the WTCS Business Officers Committee meeting held virtually. This is the state-wide quarterly meeting of the CFO's and other Business Office staff to share best practices and hear from others about issues that impact all of the colleges. Sharon is currently serving as the Vice President of this committee.

Racine Community Health Center

Sharon Johnson attended the Executive Committee and Board meetings of the recently formed Racine Community Health Center. The mission of this organization is "Enhancing health care access and engage in quality service delivery to residents of Racine County." Sharon is currently serving as the Vice President on this Board.

Districts Mutual Insurance and Risk Management Services (DMI)

DMI has provided the 2019-2020 Innovation In Progress Report titled, Our Vision...Seeing Beyond 2020. This is a biennial publication, prepared by DMI highlighting the state of affairs for the previous two-year period as well as focusing on DMI's offerings for future risk management issues along with the state of the commercial insurance market. A digital version of the 2019-2020 Innovation in Progress Report is available at this link: [Our Vision, Seeing Beyond 2020](#)

HUMAN RESOURCES

Telecommuting Policy

Jacqueline Morris held a review of the telecommuting policy with the Institutional Effectiveness division.

Adult Learner Fair

Jacqueline Morris volunteered to serve as a greeter at this year's Adult Learner Fair.

Crucial Conversations

Jacqueline Morris participated in the Crucial Conversation: Being Latino at Gateway: A Panel Discussion and Conversation. Lisa Guerrero served as a panelist member for this crucial conversation.

Training

Lisa Guerrero, along with Jessica Johnson and Heather Halbach, participated in a HR Certification Course on Diverse Faculty and Staff Recruitment. This certification covered topics such as: how to attract diverse applicants, how to keep diverse candidates interested after they apply, how to retain a diverse workforce, ideas of recruitment sources for a diverse candidate pool, and selecting a diverse interview panel.

Lisa Guerrero participated in *Healing from Hate* Workshop and discussion. Magan Perez attended the Leadership Series: The Profound Impact of Middle Managers on Office Culture webinar.

Selina Bohn participated in MRA's training: Navigating Tough Compensation Conversations on 10/22. At this training she learned that transparency is key to these conversations. She also picked up the tip to watch from pay compression in regards to new hires.

Jessica Johnson is learning about the different kinds of Compensation Surveys and how to complete them. She is doing this by completing the surveys and doing the research of the information needed as she completes the surveys.

Conferences

Lisa Guerrero, Magan Perez, Heather Halbach, and Jessica Johnson attended this year's NeoGov Virtual conference. NeoGov is the College's recruiting and onboarding software. Attendees were able to discuss best practices, preview upcoming features and improvements, and network with other HR colleagues. Lisa Guerrero participated in the Leadership Kenosha / Chamber of Commerce annual meeting and the Wisconsin Women in Higher Education Leadership Conference.

See Your Future Expo

Jacqueline Morris, Magan Perez, and Heather Halbach recorded and submitted a video to the See Your Future Expo. This video will be used to introduce Freshman in the Racine School District to the profession of Human Resources. Magan and Heather will join the panel discussion taking place November 10th.

Benefits Committee

The Benefits Committee continues to meet every two weeks to review and learn about benefit information. The Committee has broken into Workgroups to further research: the breakdown of plan costs, different plans, and health savings options. The Benefits Committee is led by Magan Perez, with Jacqueline Morris and Heather Halbach working as support members.

Magan Perez met with the Gateway to Leadership Group who will be working on developing a marketing plan to distribute information to employees regarding Gateway Benefits.

COVID

Magan Perez continues to stay up to date on the COVID-19 pandemic and guidance released from the CDC and local health organizations. She has attended a COVID-19 on Campus webinar, attended the COVID-19 briefing with Governor Evers, joined the nursing department to discuss COVID-19 procedures and answered questions, participated in COVID-19 crucial conversations and answered question of callers, and presented to the Board in the October meeting COVID related information.

Supervisor Training

John Frost has been working with a workgroup to develop Supervisor Training. He also has been working with Vicki Hulback and Steve McNaughton to develop a mentoring program for new supervisors.

Magan Perez developed a training module in relation to how supervisors will be using the Onboarding Software through NeoGov. Magan and Denise Scheinder held a meeting to beta test the supervisor training.

HR Dashboard

Jessica Johnson continues to develop and create dashboards that provide a quick snapshot of HR data.

INSTITUTIONAL EFFECTIVENESS

Gateway's newly awarded Title III grant will provide \$450,000 annually for the next five years--a total of \$2.25 million--to build our infrastructure and capacity to improve student retention and completion. Roughly 60% of the funding will be used to expand personnel to coordinate, instruct, and advise in our success activities. We will enhance our first year experience course, expand students' work-based learning opportunities, and provide tools to our advisors and faculty to track student success and communicate alerts to keep students on their path. John Thibodeau will be the project director. We are currently hiring a project manager to guide the daily work of the grant.

Employee Learning

Employee Learning will be implementing new software to support Red Hawk Tech, our training management system, in the upcoming months. SumTotal Learn along with Skillsoft's Percipio software will be implemented to provide an easier user interface along with more robust professional development options for Gateway staff. Red Hawk Tech supports many of the college's professional development programs including FQAS, The Gateway Journey, Employee Learning Day, and many department-level training programs. The new software will allow us to update those programs as well as addressing additional needs.

Grants

In October the Grants Office submitted two large federal grant proposals totaling more than \$3 million. One proposal was submitted to the U.S. Department of Labor to support increased simulation experiences in the Nursing program, including preparing students to work in a telehealth environment. The other proposal was submitted to the U.S. Department of Education to support making dual credit

offerings more resilient during the pandemic. Both grants are highly competitive, with colleges across the nation vying for funds to support changes in educational delivery and student needs.

Pathways and Program Effectiveness

The director of career pathways and program effectiveness worked with academic program effectiveness coordinators and deans to update the college's industry certification inventory. The inventory contains information on which combination of courses or program completion lead to an industry-recognized license or certification that is often required or desired for employment. Of the college's 58 academic program pathways, 46 (80 percent) are aligned with at least one industry certification, and several programs are aligned with multiple credentials. This impressive figure speaks to the high-quality programming and instruction provided by Gateway faculty and the intentional alignment of program content with industry standards. This information is used for a variety of purposes and will be shared with our external stakeholders, particularly our high school CTE partners who look to align their dual credit selections with Gateway courses leading to an industry credential, further strengthening the pathway to success for all students in our community.

The college's evidence-based curriculum modification process for 2021-2022 came to a close on October 31, 2020. The following programs submitted documentation to make major modifications to their program, including the removal or revision of content that is no longer aligned with industry standards and the addition of content recommended by local employers via the advisory committee input process:

- IT-Network Specialist
- IT-Cybersecurity Specialist
- Criminal Justice Studies
- CNC Programmer
- CNC Production Technician

Additionally, 18 programs/certificates are making minor modifications including adjustments to prerequisites, admission requirements, or electives. The program effectiveness team will begin processing all modification documentation and finalizing the 2021-2022 curriculum sheets in early November.

Institutional Research: Supporting the College

WTCS Leadership Nomination:

Michael Smith was nominated for the WTCS Institutional Research leadership team, a two-year role as treasurer/secretary then president. The Institutional Research Conference (IRC) formally meets semi-annually as well as coordinates professional development training(s) throughout the year.

Retention and Graduation Tableau Dashboards are Published!

Institutional Research has updated and improved Retention and Graduation Tableau Dashboards. Tableau dashboards visualize reporting to enable self-service analytics; proactively support business needs; and reduce response time. Retention and Graduation dashboard functionality can support the following needs of the college:

- Existing program quality improvement processes
- College strategic planning and goal setting
- Program-specific or college level accreditation
- Equity in student outcomes for all students
- Identifying staff professional developments based on student outcomes
- WTCS grant writing and reporting
- Developing a college-wide culture of evidence

ACBSP Accreditation Collaboration:

Collaborative training with program faculty to support the upcoming accreditation cycle for the Accreditation Council for Business Schools and Programs (ACBSP).

DEI Collaboration:

Working in collaboration with DEI committee stakeholders to identify quality metrics that will be useful for planning current and future work (leading and lagging indicators).

Community College Survey of Student Engagement (CCSSE): Presentation and Collaboration:

Institutional Research will be collaborating with others to successfully survey students virtually in Spring 2021. Collaboration will ensure a high response rate, thus increasing confidence in the ability to use the results for decision-making purposes. Presenting at October's Administrative In-Service showcased one practical use: supporting Guided Pathways work.

Opportunity America Workforce Education Study Completion:

IR & BWS are collaborating to complete a national study focused on community colleges' credit and noncredit occupational education programs and their relationship with employers. Wilder Research, Opportunity America, and the Lumina Foundation are focused on innovation, public policy, and education funding associated with workforce education.

NC3 Lumina Grant Support:

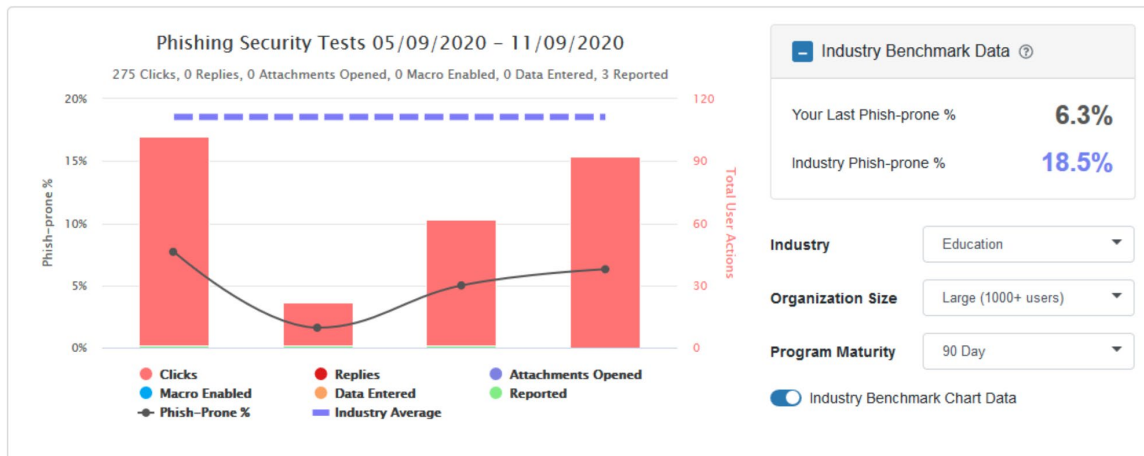
Institutional Research, in collaboration with BWS, is working with NC3 and partners to develop a sustainable and scalable data collection model that is beneficial for expanding Centers of Excellence across the nation. Partners include Pima Community College, Lawson State Community College and Snap-on Inc. This foundational work includes increasing the number of individuals who hold quality credentials, while ensuring equity and access for all.

LEARNING INNOVATION DIVISION

Technology Operations

At the request of the Kenosha Community Health Center, the TechOps team provided a hardwired internet connection for the KCHC van where COVID-19 testing is performed in the parking lot on the Kenosha Campus. This provides secure and improved connectivity for this important service provided by the county.

Cyber Security industry best practices tell us that providing ongoing network security education and awareness to our faculty and staff will reduce our risk of experiencing cyber security incidents. Our Information Security Team has instituted mandatory cyber security training as well as a phishing campaign cycle to help keep our users vigilant. Since May, we have performed 4 such campaigns which target all faculty and staff with “test” phishing email messages. We have maintained a phish prone percentage well below averages for our industry and size. We can report that our last phishing campaign resulted in a 6.3% phish prone percentage vs an industry average of 18.5%



The TechOps Infrastructure Team of Hans Pedersen and Eric Weiss have been providing outstanding support for our many remodeling projects around the district including the Racine Tech 2nd Floor, the recently completed Kenosha Academic 2nd Floor, and the upcoming Racine Lincoln Building and staff office moves. This team rarely gets noticed but they are consistently supporting the efforts of Tom Cousino and John Thielen to improve our facilities.

I am happy to announce that Peter Palermo has joined our TechOps team as a Network Engineer. Peter will be working alongside Mike Kaufman and Dan Schieve ensuring the network and its many services are monitored, secured, and modernized. Peter is a 2014 Gateway graduate of our IT Program where he earned two Associate degrees (Network Specialist and Security Analyst), and he subsequently earned a Bachelor of Science degree in IT with a specialty in Security from Western Governors University. Peter has attained several industry certifications, including CCENT, CCNA, and CCNA Security. Combined with his education, Peter brings an impressive breadth of IT experience from his prior employers. Welcome Peter!

The IT UX and TechOps teams continue to evaluate endpoint management solutions to further improve our security posture at Gateway locations around the district and wherever we provide hardware and software solutions. We are targeting a new solution to be in place prior to the Summer term.

Information Systems

Continued the process to switch to the SaaS version of Timeclock Plus.

Began the creation of reports to facilitate BWS using Self Service for the collection of hours for apprenticeship.

Began the creation of a Colleague screen to track Contract Costs for BWS and High School Partnerships.

Added a Schedule an Appointment link specific to each advisor on the My Advisors and Success Team web page.

Began work on a system to track the Fresh Start to Finish program.

Began installing Tenable IO on systems to identify security issues.

Imported Spring 2021 sections into Colleague.

User Experience

We continue to distribute equipment to students for the fall semester. We receive between 2-6 new requests for chromebooks, laptops, and hotspots daily.

Fall 2020						
	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
Elkhorn	21	30	18	57	11	6
iMET	5	4	3	11	0	0
Kenosha	44	64	30	118	28	25
Racine	75	88	58	175	60	21
Extensions	46	40	15	83		
Total	191	226	124	444	99	52
Pieces of Equipment issued	541		% Students Receiving Eqpt	4.63%	10/28 FTE Report	
Equipment:Student	1.218468468					
Student Pickup Rate (not incl. cancel)	81.77%		Student Cancel Rate	8.74%		

Computer orders are slow to come in. An order that we placed back in August with a 6-8 week lead time has been extended to a 16 week lead time. We hope to have laptops that were ordered for Adjunct use some time in late November or Early December.

We are starting our disposal process for the fall semester. This includes equipment that was not picked up in the Spring due to COVID restrictions.

We have begun the ordering process for multimedia equipment for our classrooms to complete upgrades during the Spring semester.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

Admissions

To ramp up for processing for Spring 2021, the Admissions team worked in October to return to a team rotation of duties. This cross training of tasks helps with response efficiency, accountability and process consistency. They worked with the Promise to Finish Coordinator to verify college transcripts and work to identify additional qualified candidates. Additionally, the admissions department collaborated with Institutional Effectiveness and the Academic Departments to solidify and implement curriculum modification and admission change requirements for the 2021-2022 curriculum

New Student Specialist (NSS)

As October is Manufacturing Month, our team partnered with Foxconn and LDV to reach over 900 middle and high school students virtually through our Manufacturing Expo. The event included an employer panel Q&A, program spotlights and academy opportunities. The team also hosted Gateway Mobile events in Racine and Lake Geneva to help provide more accessibility for students who cannot make it to campus. The first ever Adult Learner Fair was hosted on the Kenosha campus, which yielded 40 new students. We are busy partnering with the Promise Team and Student Finance Specialists to provide workshops for Promise and Promise2Finish. The first ever Adult Learner Fair was hosted on the Kenosha campus, which yielded 40 new students. Next month, we will host events for first generation students.

Student Finance Specialist (SFS)

During October the student finance specialist held numerous Promise 2 Finish workshops to assist students in applying and completing their financial aid application. They were busy setting up their 10to8 booking pages for individual and team appointments. They also began setting up 2020-21 HS Promise workshop dates to be held in Spring 2021. Various team members volunteered their time to convert College Goal WI Fafsa Completion events to a Virtual format and serving as FAFSA events during the events that began on Oct. 7. During the latter part of October, the SFS team were responsible for reviewing all Fall 2020 Cares Request forms submitted by students.

Financial Aid

During the month of October the FA Office has been busy reviewing FA SAP Appeals for the upcoming Spring 2021 semester. Fall financial aid grants were disbursed on Oct. 2nd and students loans on Oct 9th & 30th. The latter part of October we entered the final phase of our annual complete financial audit. At that time, senior auditors were now reviewing the data and submitting their questions and additional requests. We also began our final round of Cares Funding disbursement to students for the Fall semester. Students were sent the Fall 2020 Cares Fund Request form within an extended deadline to complete by Oct. 30th. We will be disbursing the remaining \$220,000 to students. Federal Work Study Program has opened and supervisors can now submit job requests for on-campus job positions. Team members supported College Goal Wisconsin FAFSA Completion Events that kicked off on Oct. 7th. The FEC (Financial Empowerment Center) has kicked off

their CFE (Cities for Financial Empowerment) and has now begun their Financial Wellness program in Racine. Various team members attended their Community Partners event to see how we can support their efforts and opened discussions on bringing a co-location to the Racine campus to support students & staff.

Student Accounts

Student Accounts has made updates to the payment plan structure to help make classes more affordable to our students. Starting with the 2021 spring term, students with one credit or more and a minimum of a \$100 balance will now be eligible to enroll in the payment plan. We are excited to see the impact this will make for students.

Academic Advising

November 1st we launched our Online Student Scheduling Tool 10to8. Students have been making appointments online and have expressed how easy and helpful this tool is. Academic Advisors updated our website, check it out at gtc.edu/advising. We continue to grow our Peer Advising program and hired an additional 3 to create a team of 6. Advisors and Peer Advisors are having dashboards created to complete outreach to admitted not enrolled Fall 2020 & Spring 2021 students. Advisors will set aside a combined 45 hours a week starting November 9-January 8, 2021. Advisors continue to send the survey question at the end of each appointment, "my academic advisor is concerned about my success as an individual" our current rating is a 6.4 out of 7.

Career & Employment Services (CES)

HERA initiatives include understanding the multi-institutional regional commitment through HERA to connect students to meaningful post-graduate outcomes and preparing employers to provide necessary career-building experiences. HERA's Goal 3 work identified career awareness as a compelling challenge. This challenge lies in the circle of control of institutions of higher education, and we believe that this challenge is one that can significantly benefit from HERA-wide collaboration. 8 Faculty/staff participated from Gateway. The Inaugural Collaborative Virtual Career fair for Kenosha Colleges was held with 187 students participating from all the colleges (17 students from Gateway) and 36 employers participated (Jockey, Uline, Lavelle, Birchwood Foods, CNH, and SC Johnson to mention a few). Gateway students signed up for group sessions 47 times and 27 individual sessions. The Southeast Internship Consortium (Gateway, Carthage, UWP, and Herzing) hosted a listening session with companies in the area that include Lavelle, Johnson Financial, Kenosha County Health Center, Lavelle, CNH, and Uline. The purpose of the meeting was to learn about hiring trends regarding internships in our area, description of internship programs, and discussion of best practices regarding internship programs and higher education collaboration efforts. HOPE Career & Employment Services presentations for Cohort - Resume/Job Search presentations were conducted for Forklift, Carpentry, and CNC. CES employer relations activities included connecting with employers over email, phone, or zoom 77 times. *Welcomed ABB to campus for a tour of iMET and discussion of partnership opportunities. We just finished The 10-Day Handshake Profile Challenge sponsored by CES. This challenge included ten small steps to help students kick off their career hunt painlessly and effectively using Handshake. Throughout the pandemic

CES has and is still getting the job done by fulfilling classroom presentation requests from faculty and other groups by providing virtual presentations on a variety of employment topics to their students and prospective students.

Express Services

Express Services have been supporting students with a few new processes, including the ability to upload data add/change forms to facilitate the ability to log into Self-Service. Express has been busy learning the new 10to8 scheduling software, making outreach calls for payment installments and former students that may wish to return to Gateway under the Fresh Start to Finish program.

High School Partnerships

We are finalizing the 19/20 YA with 50 students that completed and 5 that are continuing into 20/21 with many applications currently coming in for the new year. Katie went to Waterford to accept an award for 2020 WASB Business Honor Roll. Waterford High School started Gateway Technical College, and Katie Graf in particular, has been a huge partner for Waterford Union High School (WUHS). She has helped coordinate and direct the start of our Welding Academy at WUHS. Classes are taught on site for our students so they can gain valuable hands-on, real-world applications. Students receive five or six certificates at the end of the 18-month program. We are also grateful for their donation of resources and learning materials. We have seen a great interest in this program over the years and we are excited to continue our partnership. On October 7th we held a virtual High School Administrator meeting. There were over 50 people in attendance. We had guest speakers from Haribo and Ford NGL speak about their businesses. John Thibodeau went over the HLC report, Sam Duczak went over Dual Credit updates and Katie Graf went over Grant Updates. On October 1st and 2nd Katie delivered Hydroponic Growing Towers and STEM kits to all the Administrators for their students to use. Mary Appenzeller and Sam Duczak have been finalizing TC registration uploads and Kim Enright has been delivering the Dual Credit T-shirts to all the High School students participating in TC.

LEARNING SUCCESS

Student Support Counselors

The Student Support Counseling Team is happy to be able to provide the fastest service times ever as we continue to serve students virtually. We have been able to assist our entire Gateway community with greatly expedited district coverage. We also offered several sessions of Question, Persuade, Refer during Suicide Awareness Month (September) to both general students and the Nursing Department. Our team has been guest lecturing on various self-care and contemplative practices with Human Services and Nursing Partnerships. Further, to promote awareness for Domestic Violence Month (October), our team has participated in every single "Stop Gawking, Start Talking" Bystander Intervention Training for Gateway Faculty and Staff. We are also offered a "Healthy Relationships" workshop for Gateway students.

Multicultural Program

The Multicultural Program continues to meet students' needs via virtual and on-

campus student support services through advocacy, development, wellness support and community building. Within our service offering, we provide a variety of opportunities to meaningfully connect with students through phone calls, emails, Zoom, Facebook Messenger, FaceTime, and Google Hangouts. We have been able to maintain strong connections with our continuing and program students in building community in our virtual environments. For instance, the program's Facebook page has seen an increase in engagement of 13.2%. Additionally, Support Specialists continue to research best practices of supporting program students during this pandemic through webinars and periodicals. Two members of the Multicultural Program Support Specialists will be panelists in a collaborative webinar on anti-racism in higher education scheduled on Thursday, November 12th at 11:00 a.m.

In September, the Multicultural Program also welcomed their newest team member, LaTrice Tiller, who will serve as the Student Support Specialist for Elkhorn and Burlington. LaTrice has transitioned smoothly into the role, making connections with staff and program students.

In addition, two Multicultural Program students have successfully passed their naturalization interview and exam. One student, Alejandra Mata, alumna from the Medical Assistant program, completed her naturalization Oath on October 22nd, 2020.

Veteran Support

We have continued to serve our students virtually with everything from starting school, midterm contacts and case management. We work with the Financial team to reach out to students that need some intrusive encouragement.

November is Veterans month. Veterans Honors will be on the 3rd of the month and will have County Veteran Service Officer of Racine County, Zac Zdroit to speak on Veteran Struggles. On Veteran Day, we have asked people to participate in RED shirt day and tag the Gateway Veterans Support page on Facebook. We do this to "Remember Everyone Deployed" in the service of our country. We will also have a movie day for students and staff on the 18th called "The Outpost", showing the struggles soldiers had in Afghanistan.

BUSINESS & WORKFORCE SOLUTIONS

Fast Forward

The final report has been submitted and approved by the state for the RAMAC Fast Forward grant. Racine County grant is on track to conclude December 2020 and training is all completed. Students are working on resumes and job searches. The City of Racine grant has been extended to June 2021 and additional training is scheduled for January 2021.

HOPE Initiative

The second session of 9 students completed their Forklift training on October 19th with a total of 21 forklift certifications. Virtual resume and job searches were conducted for all students. HOPE Program Education Exploration Workshops are taking place and all students have been invited to attend. These workshops will be

held virtually and both BWS, Academic advisors and NSS will assist with guidance for students to continue with their education.

BWS Webinars

In the monthly webinar designed for tri-county business leaders, BWS's Liz Oplatka and Jamie Rauth have addressed the yearly review process, including best practices for desired results.

Metallica Scholars/ All Within My Hands Foundation Grant

In an effort to hear their stories and tell their stories, each Metallica Scholar student was interviewed separately on-camera. Their stories will be shared in a variety of ways. Topics of their stories include: Metallica's All Within My Hands Foundation, CNC as a career, Gateway's CNC offerings, the fascinating stories of these particular students, and giving back.

Metallica Scholars continue to work towards their completion date of November 17th. They are in the process of completing coursework towards the CNC Operator Certificate and additional certification.

The Metallica Scholars are definitely grateful for the scholarship opportunities they have been given. They wanted to give back and uphold the mission of All Within My Hands foundation by holding a campus-wide food drive. The drive-through drop off food drive started the week of October 26th and concludes on November 12th. The first week was a huge success and they are excited to continue. All donations will be brought to the Racine County Food Bank. As a thank-you for donating, each person received a Gateway guitar key-chain.



Gateway Industrial Design Fab Lab

In October the Fab Lab ran NC3 Certifications with both the Metallica Scholars and Tool and Die apprenticeship students. As programs start to expand their scope of knowledge, there are more opportunities for the Fab Lab to help students to experience digital manufacturing.



The Fab Lab has been active with additional projects, including trophies, phone holders, awards, t-shirt heat transfers, and assisting with the Metallica Scholars Food Drive.



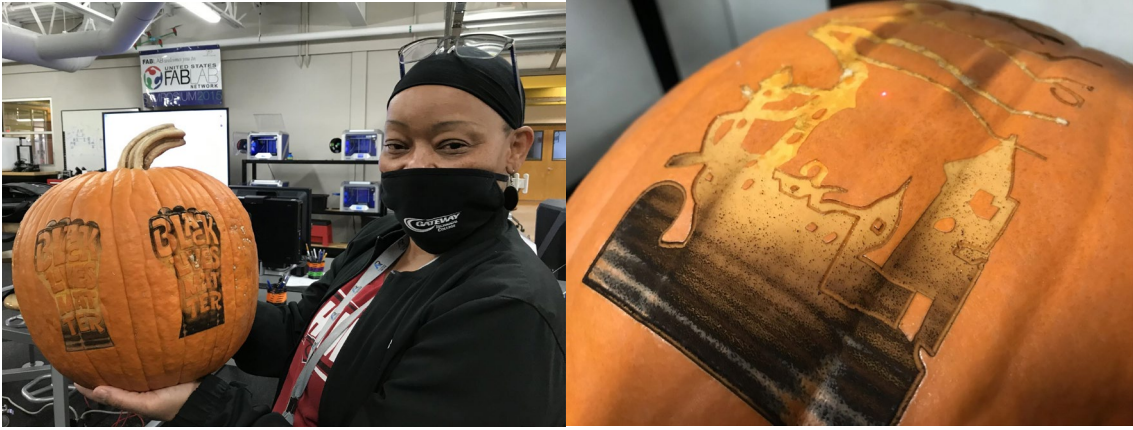
The Fab Lab had a chance to assist Westosha Students in an entrepreneurial challenge, by cutting their design in heat press vinyl. These future Red Hawks have worked diligently to produce t-shirts. This group took first place in the challenge with the highest earnings!



The Fab Lab hosted two sessions with English Language Learners program. Guests embroidered the “ELL” logo on masks, and did various projects while learning about Gateway’s Fab Lab.



Traditionally the Fab Lab supports pumpkin carving in October. While this year we could not host an event, the laser was still hard at work designing pumpkins for students and staff on an individual basis.



The Metallica Scholars submitted their guitar design to commemorate their class, prototype and production started this month, which modified a classic flying “V”, to a Metallica “M”.



Students hope to have it completed for presentation at their November 17th Completion Celebration.

Office of Diversity, Equity and Inclusion (DEI)

The Office of Diversity, Equity and Inclusion (DEI) has launched its first Book Club

for both students and staff at Gateway. Between the Lines ~ Brave Conversations about books that matter. The first chosen book for "One Person, No Vote: How Voter Suppression Is Destroying Our Democracy" by Carol Anderson.

Participants have 3 options for engaging in the Book Club conversation:

-Group 1: Tuesdays 12:00- 1:30 p.m. November 10, December 15, January 19

-Group 2: Wednesdays | 5:00 - 6:30 p.m. November 11, December 16, January 20

-Group 3: Saturdays | 9:00 - 10:30 a.m. November 14, December 19, January 23

The first 50 students who sign up for the Book Club will receive a free book while supplies last. The Book Club strives to raise consciousness, have brave conversations and reflect on the impact of Diversity, Equity and Inclusion on the communities we serve - Kenosha, Racine and Walworth county. Currently the Book Club has 11 students and 10 staff members registered to participate and the registration will remain open until the book read is completed in January 2021. The Office of DEI aspires to encourage healthy discussion and dialogue among students, staff and faculty at Gateway about topics that impact all our lives.

[DEI Book Club Information](#)

[DEI Book Club Poster](#)

Office of Civil Rights

The Office for Equal Opportunity and Civil Rights (EOCR) completed it's annual report. This report, which will be published at gtc.edu/eeo, highlights the work of the office over the past year.

In addition, EOCR has developed a civil rights and employment law training series for supervisors and administrators, to be deployed in 2021. The series provides a brief overview of equal opportunity, affirmative action, and the numerous employment and civil rights laws that supervisors need to know.