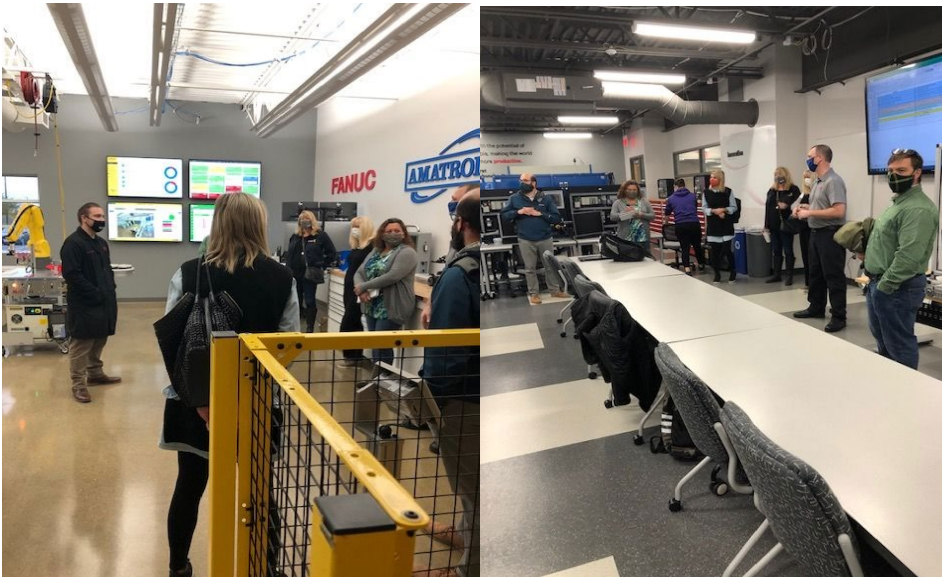


GATEWAY AS A LEADER

Gateway and Kenosha Area Business Alliance (KABA) have teamed up for a unique opportunity for Kenosha County Business to tour the iMET Center and focus discussion around customized training, Apprenticeships, Career Services and programs offered at Gateway. We are scheduling tours once a month with multiple companies to showcase our services. It is a great opportunity for companies to tour the iMET Center and see all the new technology taking place. Participating in the Future of Manufacturing is selected by KABA and the tour ends with a wonderful discussion around training and Career Services.



ACADEMIC AND CAMPUS AFFAIRS

Kenosha Campus

Repair work is taking place on exterior columns and sidewalk repairs to meet ADA requirements on the Kenosha Campus.

LEA Simulator Center is being wrapped up, some final things are getting started, and should be completed in the next few weeks. The dehumidification project in the LEA area is being worked on, equipment is being moved during this project and a temporary room has been assigned for use.

HVAC and rooftop repairs are being planned for the Horizon Center, Admin. Building and Madrigano.

Racine Campus

The Lincoln Center for Health Careers (LCHC) is still on schedule for opening in

Spring 2022.

The Lake Building west side sidewalk is scheduled for replacement on Nov 3-10.

Pre-College Division

Debra Solomon (ELL) and Gabriella Anaya (ABE/Spanish HSED 5.09) presented at the Wilson Heights CommUNITY Conversation and Wilson Heights CommUNITY Conversation sponsored by Building Our Futures.

The IET (Integrated Education Training) grant for ABE/ELL to C.N.A (Certified Nursing Assistant) will be submitted on November 12th to WTCS.

Submitted Workforce Innovation Grant to expand the 5.09 program in partnership with the YWCA SE Wisconsin and Workforce Development Board.

General Studies Division

Natural Sciences Instructor Nicole Dutton successfully defended her dissertation on 10/28/2021. She completed her PhD in Leadership with a concentration in Health Science Education. Her dissertation is titled "Examination of Virtual Lab Experiences in General Studies Science Courses: Factors that Influence Student Success."

Natural Sciences Instructor Nicole Dutton successfully passed the M(ASCP) certification exam. She is now a board-certified clinical microbiologist.

Natural Sciences Instructor Dr. [Richard McLaughlin](#) has another publication to his credit. "Analysis of the microbial diversity in the fecal material of the critically endangered African wild dog, *Lycaon pictus*" in the journal Archives of Microbiology. This project was in collaboration with the Great Plains Zoo & Delbridge Museum of Natural History. This publication was done in conjunction with a Provost Honor student Fatima Aguilar. [They are co-authors]

Communications Instructors Dr. Tina Shanahan and Bridget Bell presented a session on Open Pedagogy with Social Annotation and OER Texts at the first [WTCS OER Symposium](#). In addition, Dr. Jorge Nieto was part of the organizing committee for this inaugural conference.

School of Business and Transportation

100% (3) of the students in the current CDL class passed their exams with the DOT. Each of them had employment opportunities in the works prior to completion. We are excited to have them enter the workforce at this pivotal time during the supply-chain and transportation challenges the nation is facing.

School of Health

Nursing will have 95 RN's graduating this Fall. The clinical sites really stepped up and helped us place them for their last clinical rotation. This will be our first semester of graduates from the Racine campus, the first Racine graduating class is 19 students.

We have received four stations for Virtual simulation for health. Elena Pattengale is learning to use the virtual products and we will soon be able to use virtual simulation

to guide health students through healthcare simulations virtually on campus or from home through the eyes of a faculty member.

Our application is open for LPN to start in the Spring semester for nursing, this program is a three semester program and located on the Racine campus. We will start with 16 full-time and 8 part-time students.

Tulsi Becker and Sonya Cooks, Nursing faculty, successfully defended their Doctorate projects and will graduate with their Doctorate in Nursing Practice from Lourdes University in December.

The pharmacy technician program has moved to a suspended status. We will suspend it for 3 years and re-evaluate the workforce needs and legislation to determine viability.

Clinical sites are now all requiring covid vaccinations. Some will accept waivers for religious or medical reasons, and require weekly or biweekly covid testing for students and faculty.

International Education

Gateway Technical College will be celebrating International Education Week November, 15th - 19th.

IEW is a joint initiative of the U.S. Department of State and the U.S. Department of Education to promote programs that prepare Americans for a global environment and attract future leaders from abroad to study, learn, and exchange experiences. IEW is designed to celebrate the global reach of education, the presence of students from around the world on our campus, and the expansion of our campus to cultures and destinations around the world through education abroad programming. For this week, we hope to highlight the people, organizations, events, and opportunities which make Gateway Technical College a global student community as well as an institution that provides avenues for students to explore differences, cultures, and their own place in the world.

The website link is included below.

<https://www.gtc.edu/campus-life/student-involvement/diversity-365>

The Office of International Education will also be conducting student interviews for Study Abroad as the college plans to return to International Travel Programs in 2022.

School of Manufacturing, Engineering and Information Technology

Gateway had two teams take 2nd and 3rd in the Robotic competition at the WIMTS (Wisconsin Manufacturing and Technology show) where they competed against teams from all over the state. Lakeview Academy high school students took 2nd in the high school robotics competition.

Ironworkers local 8 apprenticeship coordinator Rich Hanson came to visit our welding classes. He talked about apprenticeship opportunities, professionalism and career expectations. Students from the Waterford HS academy and the Racine Welding Academy attended along with other welding students. Rich stated that all

apprentices that came from Gateway are incredibly advanced and competent at welding and related skills.

He also expressed that NC3 certifications or any certification will greatly increase the opportunities for the potential apprenticeship applicants! He was impressed with our lab, curriculum, and student diversity. Kyle Worzala plans on personally attending a few of local 8's welder training classes in order to bring back teaching skills and knowledge, along with new potential job assignments. Big shout out to Dan Crifase for helping organize!!



Tommy Gadzala from Tollefsen Steel came to Gateway to talk about job opportunities. His company is looking to hire GMAW shop welders and SMAW field welders. They have hired 2 of our students in the past.

The best part of the visit was that Tommy offered weld tests on the spot! Students were able to get feedback from a potential employer. This helped the students really understand and appreciate what they have learned and what they can expect in the industry. The weld tests were very similar to our NC3 midterms.

Tommy and Tollefsen Steel are also eager to become involved with our advisory board and are willing to donate steel.



School of Protective and Human Services

Cosmetology/Barbering: VETERANS CUT-A-THON

The Cut-A-Thon was held on Wednesday, October 10, 2021 from 10am-6pm.

Patrons received a free haircut, and/or beard trim, and/or facial shave. The donations received go to support Gateway's Student Veterans of America club fundraiser and donated to benefit those who have served our country.

SoPaHS first annual Trunk-or-Treat was a huge success! Many children came out to enjoy the event and interact with the students and staff who volunteered their time. The winner of the best trunk went to Horticulture for Audrey from “Little Shop of Horrors”



COMMUNITY AND GOVERNMENT RELATIONS

Community and Government Relations

It continues to be a busy time in our communities. The college is active in the Boys and Girls Club of Kenosha as well as the United Way of Racine County and United Way of Kenosha County. We are currently working with the United Way of Walworth County to meet to discuss the involvement of the college.

On October 27th, many individuals participated in the Wisconsin Women in Higher Education Leadership (WWHEL) professional development event. The theme of this event was authentic leadership. With the President of Moraine Park Technical College speaking.

On November 9th, members of the Foundation team participated in activities and a luncheon for National Philanthropy Day. The WCEDA annual meeting was held in Lake Geneva on November 10th and we had a strong representation from Gateway at the Safe Families event on November 11th.

Foundation

Thank you to our nearly 200 donors who choose to help Gateway students through the Foundation.

As of October 31, 2021, the Foundation has raised more than \$372,260. 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 Gateway Promise Endowed Fund, student emergency funds, WGTD Program Fund, and the Short-Term Training fund.

We are grateful to the following organization donors for their support:

- Complete Office of Wisconsin dba Emmons Business Interiors \$1,000 for Gateway Foundation Presents: Innovation Celebration
- Riley Construction \$2,500 for Innovation Celebration
- Walworth County Master Gardner Volunteer Association \$1,000 for their scholarship (with the same name as the organization)

Gateway Foundation Presents: Innovation Celebration Online Auction will launch immediately following our “Gateway News” kickoff video on November 8th at 1:10 p.m. The auction, which will close on November 10th at 1:10 p.m., raises funds to support scholarships, student emergency grants and College programs.

Those interested in supporting the Foundation are encouraged to Sign In or Create an Account at <http://bidpal.net/2021innovationcelebration>.

The Continuing Student Scholarship Application closed in October. We were excited to receive 417 applications this year. Volunteer reviewers are hard at work, carefully evaluating each one. We anticipate students will be notified prior to the winter break.

Marketing

Spring semester push efforts are underway with a strong continuing student registration campaign that includes postcards, texts and emails promoting priority registration as well as online 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 the Adult Learner Fair in November and Fast Track events in December and January.

Continued outreach is underway connecting with high school seniors who are considering their college and career options after high school. Promotion includes outreach about STEM Scholars, application workshops, and connections with the NSS team.

The Marketing department is excited to be launching a new series of retention communications with the Academic Advising team utilizing the Advise CRM. The communications are focused on providing support and building relationships between academic advisors and program students. Email messages are personalized and student-focused. Samples below.



[View email in browser](#)



Hi Kristin,

I am reviewing your mid-term grades and I have to say CONGRATULATIONS! I am very proud of you, I can only imagine how hard you have been working to keep up with your personal and academic life. Please don't hesitate to reach out with any concerns or celebrations you want to share. I am here for you.



Sincerely,

Olivia Navarro
Gateway Technical College
Academic Advisor
navarro@gtc.edu
262-233-4925
[Book an appointment online](#)



Dear Amanda,

You've taken the first step on your journey to completing the semester and achieving your goal of earning your degree. As your academic advisor, I am here to help you every step of the way, answer your questions and share important information that will help you throughout your time at Gateway. Whatever you need, I'm here to help!

I wanted to take some time to introduce myself and help you get to know me a little better so I put together this short video.



WGTD

Our coverage of the Kyle Rittenhouse trial includes a daily five-minute-long podcast. "Inside the Rittenhouse Trial" is produced by Troy McDonald who hosts long-time Kenosha criminal defense attorney Bob Sfasciotti. Troy and Bob recap the day's top developments, with Bob offering explanatory commentary that's designed to put the proceedings into perspective. The podcast is available on all major podcast platforms. The segment also airs several times each morning on WGTD. A link is also available on WGTD's Facebook page.

ENROLLMENT

Fall enrollment is currently -2.2% with an increase in unique students being served of +2.1%. Year-to-date enrollment, including summer and fall, is +0.6% serving 732 more students than this time last year.

FINANCE & ADMINISTRATION

Joint Review Board Representation

Sharon Johnson represented the Gateway Technical College at these recent Joint Review Board meetings for municipalities located within the Gateway Technical College District: Village of Sharon, Village of Caledonia, City of Delavan and the Village of Bristol.

University Risk Management and Insurance Association (URMIA) Conference

Sharon Johnson and Sue Debe participated in the URMIA conference in a virtual format during October 12, 2021 and October 18-20, 2021. Gateway Technical College was granted sponsorship for up to 10 individuals to attend this conference through funding received from the college's insurance agent, Districts Mutual Insurance and Risk Management Services. Conference highlights included:

- Newcomer's Session which included information on URMIA history, how to navigate the conference virtually and virtual icebreakers and activities
- General Sessions on the Future Campus, Equity Conscious Leadership Evaluating Innovate Practices and Mitigating Risk
- Organizational Resilience: Connect, Know, Grow, Together themes

- Presidential Perspectives on Risk Management and the Future

2021 Legal Issues Conference

Sharon Johnson recently participated in the 2021 WACTE Legal Issues Conference. The keynote speaker was futurist, Bryan Alexander. Other sessions included Hot Legal Topics in WTCS, Sustaining your Institution in a COVID Environment, Remote Work/Technology and WTCS Chief Diversity Officers Panel.

WTCS Business Officers Committee Meeting

Serving as the current President of the WTCS Business Officers Committee (BOC), Sharon Johnson hosted a virtual BOC meeting on November 11, 2021. Highlights of this meeting include a presentation by Gateway Technical College's Sean Riordan, Manager, Business Intelligence, on the Demographic Drought, Budget Best Practices presentation by Madison College, updates from WTCS State Office and the WTCS Purchasing Consortium, breakout session discussions on Deregistration, Budget Development, Minority Vendor Spend Requirements, Lost Revenues, and with WTCS state office staff. Each college has the opportunity to report out their college updates/news in a roundtable manner.

FY 2022 - 2023 Budget Preparation Update

As we head into the planning season for the FY 2022-23 budget the Budget Office is completing the preparation of the annual planning documents. The Budget Office will meet with the ELC in early December to review the budget assumptions and planning calendar for presentation at the December Board of Trustees meeting.

Grants Update

The first quarter meeting of the Special Revenue Fund (SRF) was held with Project Managers. This meeting included the review of current project status (performance and financial), distribution of guidelines and information for WTCS grant proposals due in December 2021 and January 2022 along with project ideas to date and funding allocations. The grant team continues to engage in learning opportunities to stay current with best practices.

HUMAN RESOURCES

Jacqueline Morris, Magan Perez, and Kellie Johnson researched various vaccine tracker vendors. Through their research they found an attestation and tracker vendor (Engage by Cell) that fit the College's needs and acquired their services.

Jacqueline Morris, Magan Perez, Lisa Guerrero, and John Frost participated in the WACTE Legal Issues Conference. Topics covered included COVID-19, legal hot topics, ethics, and legal topics related to schools.

Jacqueline Morris was selected to mentor Shikara Beaudoin, the Executive Director of Human Resources at Lakeshore Technical College, through the Wisconsin Leadership Development Institute (WLDI)

Jacqueline Morris facilitated this quarter's WTCS HR Leaders Meeting. Magan Perez and John Frost were in attendance at this quarter's meeting.

Magan Perez and Kellie Johnson presented COVID Management Report to the Executive Leadership Committee on October 25th.

John Frost hosted an Open Forum Gathering (OFG) open to all employees. Other members of HR attended the gathering including: Selina Bohn, Magan Perez, Jacqueline Morris, Heather Halbach, and Jessica Johnson. The gatherings are an opportunity for employees to ask questions and express concerns related to their work environment. It is also a learning opportunity for employees to review college policies, procedures, and available resources to the employees.

Jessica Johnson attended NeoEd's Virtual Summit to preview upcoming roadmaps of the technology and discuss past enhancements and utilization of all modules.

Jessica Johnson attended WTCS Compensation Survey and Conference through PayFactors to benchmark compensation practices between GTC and similar institutions, and to review best practices and upcoming trends.

Jessica Johnson attended a number of training and trend events including: The State of HR Skills and Education 2021 (HR professional skills in an uncertain future), Mindset Maker Professional Development Program (program around developing a growth mindset that can be used in academic, professional, and personal lives), Wisconsin Women in Higher Education leadership, HRCI mini summit (topics related to HR leadership, and competency and strategic thinking).

Lisa Guerrero and Jessica Johnson collaborated to finalize procurement of a new recruitment source, Circa and Diversityjobs.com. These sites will allow us to reach a more diverse candidate pool. We also have the ability to target specific candidate groups for hard to fill positions.

Lisa Guerrero attended the WTCS presentation on Meeting the Needs of First Generation College Students.

INSTITUTIONAL EFFECTIVENESS

November is a busy month for Institutional Effectiveness as we prepare curriculum modifications, state and federal grant applications, and our annual employee engagement survey.

The IE division welcomes Michelle Borckardt, our new Manager of Research Services. Michelle will be working to improve our survey procedures and response rates, and she will support departments needing to conduct research and evaluation activities. We are glad to have our research team back to full capacity!

Pathways and Program Effectiveness

The Director of Career Pathways and Program Effectiveness participated in a virtual panel for the National Career Pathway Network's career pathways leadership certification program. Information was shared about Gateway's approach to engaging stakeholders in the development of career pathways, and building strong relationships with secondary partners to create high school pathways to Gateway.

Participants were then able to use the information provided to develop their own strategies to working with their local stakeholders.

The District Curriculum Committee held its annual curriculum modification meeting on 10/20/21. Faculty representatives from 11 programs presented their proposed modifications for the 2022-23 academic year and discussed how each change would benefit students and employers. During each presentation, committee members had an opportunity to ask clarifying questions and provide feedback. All 11 proposals were met with support and fully approved. All changes will be reflected on the 2022-23 curriculum sheets, and these programs will hold on making any additional changes for the next three years to ensure a full cohort cycle of data is available to assess the overall impact of the modifications.

Employee Learning

In collaboration with the Office of Diversity, Equity, and Inclusion, Employee Learning sponsored an institutional registration for NISOD's Virtual Fall Conference in October. NISOD is a member organization committed to promoting and celebrating excellence in teaching, learning, and leadership at community and technical colleges and is well known for its outstanding conference content. This year that included two presentations by Gateway Technical College faculty:

- Crossing the Border: Educational Borderlands and Culturally-Relevant Virtual Instruction - **Gabriela Anaya**, *Instructor, Adult Basic Education*, Gateway Technical College
- The Value of Collaboration in an Online Microbiology Laboratory - **Nicole Dutton**, *Division Chair of Natural Science, Natural Science*, Gateway Technical College

Fifty Gateway faculty and staff attended live sessions during the conference. In addition, faculty and staff have access to all the recorded conference content for the next 12 months at [NISOD's website](#).

LEARNING INNOVATION DIVISION

Information Systems

The Perceptive Content and Perceptive Transform systems have been upgraded to current versions.

Colleague Self Service has been updated to version to 2.33 and the WebAPI to 1.33.

I.S. staff have gained access to the Ellucian Experience SDK setup and configuration and have started working with it.

TechOps

We did it again! LID has been awarded a DMI Risk Management Project Award. This year the grant is for \$44,250 to fund a Cyber Risk Assessment and Penetration Testing project. The results from this project will help us identify our strengths and understand areas for improvement in our current network and information security posture. We expect this project to begin later this month and be completed in late Spring.

User Experience

The User Experience team has welcomed 2 student casuals onto our team. Riley Bauman and Adam Cain are both students in our IT programs.

And, we also welcomed Justin Walker to the User Experience Team in the role of Computer Support Technician. Justin graduated from Gateway in 2019 with an Associate's Degree in IT Computer Support Specialist, and he was a casual on the Kenosha Campus in 2019 and 2020. Justin will be working on our Patching, Provisioning, and Packaging team, focusing on software packaging and distribution.

The UX teams have worked on their normal projects throughout the month. Additionally, they facilitated the moves of Room Scheduling and the Contact Center to their newly renovated office spaces.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

New Student Specialist (NSS)

October was all about providing accessibility to students and their parents. The NSS collaborated with Student Finance Specialists and Career and Employment Services to visit 15 high schools to provide application workshops; "undecided" application workshops; FAFSA nights and college nights. Students also visited campus with 75 students attending Manufacturing Day at iMET. NSS represented Gateway at the Wisconsin Education Fairs throughout the state. Recruitment for the 2022 Promise Cohort is well underway. Over 300 students interested in the Promise program have been contacted by the team.

Student Accounts

The Student Accounts Department participated in the NAVPA Veteran Conference. This conference allowed the team to network with several different School Certifying Officials and government agencies. We were able to gain more insight on the new VA regulations regarding 85/15 reporting, debt management and attendance reporting requirements. We are excited to provide more guidance for our military-connected students.

Academic Advising

The ADVISE messages campaign has begun, with 8 new messages added to our robust student communication plan. The most impactful messages thus far have been the personalized and congratulatory messages. Jumpstarts continue to be offered which allow new students to learn the basic tools students need to navigate MyGateway, Blackboard, Self Service & other online student success tools.

Career & Employment Services (CES)

CES had an event filled October participating in the Women in Manufacturing day and helping to secure 12 employers for the event to promote women in manufacturing and educate the community on career opportunities within their organization. Andis, Haribo, Badger Meter, HAAS, were some of the employers in attendance. UWP/Gateway Multi-Cultural Day - CES staff participated as mock interviewers for both Gateway and UWP students to prepare them for real interviews as they enter their professions. Virtual Career Launch Panels - In partnership with

Kenosha colleges CES hosted, participated in, and promoted 4 virtual career launch panels representing different industries including IT/Manufacturing, Healthcare, Business/Accounting/Economics and Non-Profits/Education and Government. 21 Gateway students participated. Industry Focused Career fairs - CES collaborated with Kenosha colleges to host 3 in-person career fairs representing Healthcare, Nonprofit/Government/Education, and Business, I.T. and Manufacturing. Virtual Career Fair - CES collaborated with the other colleges in Kenosha to host an "All Programs" virtual career fair on the Handshake platform. CES hosted another Centrysis day at the Elkhorn campus where 90 students visited their traveling centrifuge trailer. CES coordinated the event for students during the month of October, which resulted in 137 students that downloaded the Handshake mobile app and were eligible for a drawing for eight \$25 eGift cards.

High School Partnerships

On October 5th High School Partnerships hosted our 2021 Fall Administrator Breakfast with Dr. Bryan Albrecht with 40 high school administrators attending. Agenda items included VOICE Grant, AA/AS Degree, HS Academies, Dual Credit Equity, and 2020-2021 Transcribed Credit tuition savings. High School Partnerships Team has been busy finalizing Transcribed Credit Registration to meet IPEDs deadline, reviewing mini-grants through the VOICE project, finalizing VANguard offerings for spring 2022. To date, we have a total of 4,416 students registered for transcribed credit in Fall 2021. On October 21st team members from High School Partnerships attended the virtual NACEP and Wisconsin ACTE Conference where we learned about what other colleges are doing with high schools for increased enrollment and presented for Gateway Technical College and our relationships with our high schools regarding dual credit opportunities. On October 25th, Bryan Albrecht, Katie Graf and Mary Appenzeller visited the Racine High School Welding Academy students, who taught us how to do basic welds. We created a nametag and a bird out of old tools. The high school students were so happy to teach us what they learned in the class so far.

LEARNING SUCCESS

Student Support Counselors

The Student Support Counselors continue to provide mental health counseling to students via zoom, phone or in person. The vast majority of students are utilizing the zoom option, and as a result, are able to receive services more quickly. This ability to receive mental health services for students has been one of the most dramatic changes in how we deliver service since March of 2020. We are also seeing more new students/intakes due to the virtual coverage we are offering. We are providing workshops to help students deal with Covid-related challenges, as well as mental health and wellness.

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. Support Specialists provide a variety of opportunities to meaningfully and purposefully connect with students through phone calls, text

messages, emails, Zoom, Facebook via our Gateway Multicultural Page or Facebook Messenger, FaceTime, and Google Hangouts.

The Support Specialists have maintained strong connections with our continuing and program students in building community in our virtual environments. There are weekly Friday morning meetings with program students that continue to see consistent attendance.

Additionally, the Support Specialists have launched virtual and in-person services for English Language Learners this Fall. Some activities include a district-wide Conversation Group with structured agendas that meet twice weekly as well as one-on-one conversation/tutoring sessions. These activities serve to help our English Language Learners become more comfortable and successful with speaking in the English language.

Multicultural Professional Day - A Collaboration with UW-Parkside

The Multicultural Program has been able to develop compelling partnerships with the Office of Multicultural Student Affairs at UW-Parkside. This partnership resulted in successfully collaborating on the Multicultural Professional Day which took place October 6th in-person at UW-Parkside and virtually. We were able to bring students and staff from both colleges together with a common goal. The program consisted of multiple successful Student Affairs Professionals speaking on their journey's and potential mentor relationships with students.

Changing Lives through Pathway to US Citizenship



Finally, 2 Multicultural Program students have recently completed their oath and are now officially United States citizens. Those two students are Yessica Rodriquez, who is an ELL student and Berin Abraham, who is a Health Information Technology student. Additionally, our Multicultural Program Peer Advocate and recent Marketing graduate, Linda (Marilyn) Loor, successfully completed her interview process and will take her oath of citizenship in the near future.

Veteran Support

Veterans month will have many events that students, staff and the community may participate in. Nov 1-26, there will be a collection of hygiene products at the Learning Success Centers at the three main campuses. The campus with the most donations will earn the right to have one of our Veteran staff shave off their beard on live feed. All donations will go to the Veterans Outreach Of Wisconsin.

Nov 5th we will encourage our Students and Staff to wear their RED shirt to "Remember Everyone Deployed" on Red Shirt Friday, at the Kenosha Campus Veterans Lounge. Nov 9th will be our Virtual Veterans Honors for our veteran students, where we will share resources in our community.

Nov 10th will be the Cut-a-Thon on the Racine (The View on 5), Kenosha (The Barbering Studio) and Burlington (The Cut: Powered by Andis). Free haircuts, and all donations will be put towards the Student Veteran Club at Gateway. Nov 22nd we

will have an Amazon Watch Party and view the “World Trade Center”. Afterwards, we will discuss how this tragedy changed all of our lives.

BUSINESS & WORKFORCE SOLUTIONS

Gateway had an exhibitor booth at the bi-annual The Wisconsin Manufacturing & Technology Show (WIMTS) at State Fair Park from Oct 5-7th. Gateway presented a number of times at this event in the area of Advanced Manufacturing/Industry 4.0 and Training Partnership Opportunities.

As a continuation of the Lumina Grant Project focusing on NC3 Centers of Excellence, Gateway hosted partner colleges at the Horizon Center on October 19th. This included Pima Community College in Tucson, Arizona and Lawson State Community College in Birmingham, Alabama. The Lumina Foundation is looking for ways to expand high quality career and technical education programs and view the NC3 model, which started at Gateway, and then expanded to hundreds of colleges around the country as a best practice and wants to develop a playbook for other colleges to follow.

On October 20th Gateway partnered with NC3 and Lincoln Electric to hold a regional Industry Welding Summit. Local Unions as well as other businesses got to tour our welding facilities on the Racine Campus, learn more about the Lincoln Electric/NC3 welding certifications that are embedded into our welding program, and provide feedback on how education can continually work to better align to their workforce needs.

From Oct 21-22, Gateway welcomed Jason Marvel, Principal, and Tyler Gilligan, Assistant Principal from Wasilla High School in Wasilla Alaska. Over two days they toured all three of our Main Campuses as well as the Horizon and iMET Centers. This was coordinated through NC3 and Snap-on as Wasilla is looking to advance the CTE offering at their High School and wanted to learn more about NC3's partnerships and best practices put into action at Gateway as well as how Gateway partners with our local K12 school districts.

Gateway Industrial Design Fab Lab



Tech-Shops 2021 Robotics, Automation and IOT Webinar

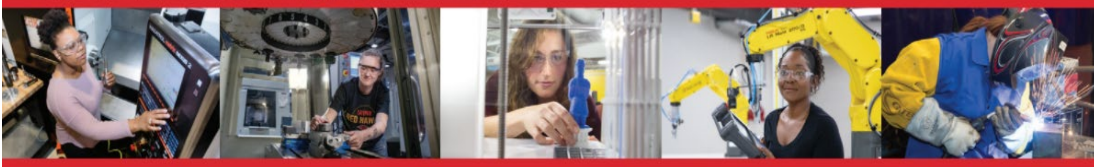
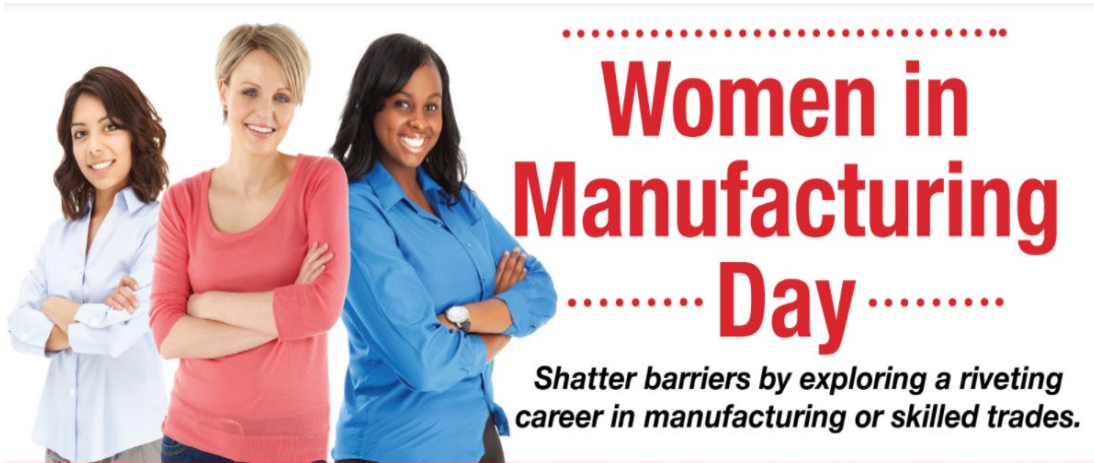
In addition to moderating this month's Tech Prize panel in Robotics, Automation and iOT, the last of three sessions hosted by the Lab, Gateway Industrial Design Fab Lab also displayed at the Gateway booth at the WIMTS Show at State Fair Park.



Wauwatosa West High School tech students competed as they did virtual welding. Good to note, we had actual companies recruiting these students as they welded! The Fab Lab also hosted a visit with Wauwatosa, "Tosa West" to iMET the day after, where students did hands-on activities, and toured the iMET Center.

Gateway Industrial Design Fab Lab was proud to participate in Women in Manufacturing Day. Over a hundred participants, most young aspiring women, had an opportunity to experience The power of iMET's resources for engineers, operators and career seekers. Hats off to Kidia Burns, the hardworking creator of this vital resource!





The Fab Lab was invited to be involved with Horlick High School's Manufacturing Technology Pathway and Haribo, in a challenge to create, and pitch, the next gummy mold. The project will take place over the next twelve weeks, and present students with the opportunity to design and fabricate a gummy mold. They will work directly with the Fab Lab and hear industry experts from Haribo, and various industry experts, as they explore the complexities of rolling out a new product.



Over forty people participated in The Fab Lab's annual Pumpkin Carving Event. There were employees, community members, Homeschool groups and Gateway students with their families, children and friends.





Participants were shown ways to carve, or accessorize their pumpkin using advanced manufacturing and digital technology.

National Apprenticeship Week (NAW) 2021 is November 15th - 21st. Gateway knows mentoring relationships are vitally important for Apprenticeship Programs and so many other things in the workplace. As part of our contribution to #NAW2021, Gateway is offering some special training to help individuals and companies build new and strengthen-existing mentors. Mentoring is one of those things that many people do, but most don't excel at until they've had some formal training.

We know mentoring can greatly impact so many efforts. Things like...

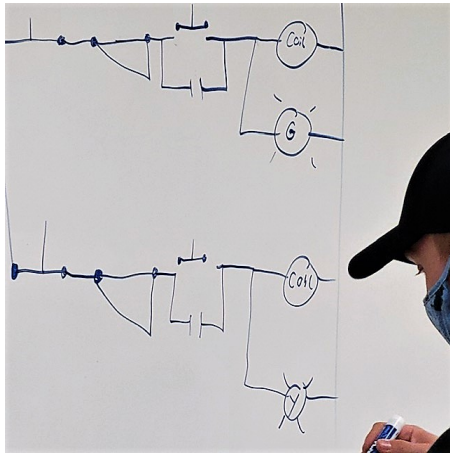
- creating cultures where employees want to stay!
- helping employees learn key skills & reach their full potential
- sharing tribal knowledge, which is especially important now as some of the most seasoned employees are leaving the workforce.

So, we're offering three workshops around mentoring. The workshops are for anyone who supervises people or who may supervise people in the future...

Although we're timing these workshops to coincide with National Apprenticeship Week because mentoring is a crucial part of the apprenticeship experience.

The Construction Electrical Apprenticeship program has had a wonderful addition made to the lab on the Racine Campus! We are so grateful to have a new Motor Control System to help enhance learning and provide better hands-on experience for our Construction Electrical Apprentices and Journeyworkers, alike. Using this new trainer, below, you can see how our Construction Electrical Apprentices are learning...

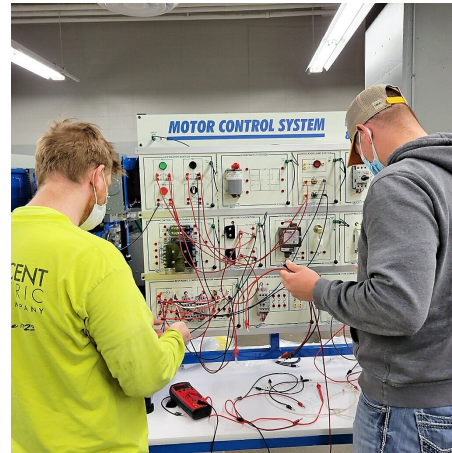
To draw out a circuit before wiring,



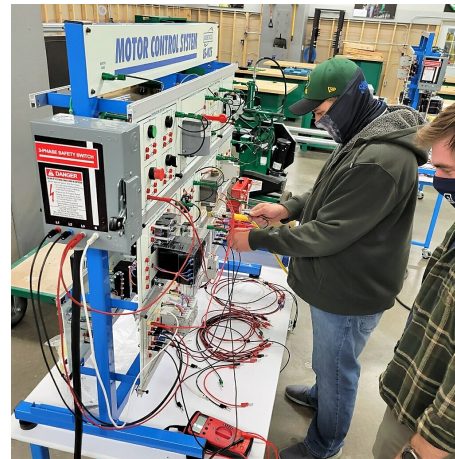
Start wiring from power source,



How to follow that diagram on the motor control trainer,



And troubleshoot the control circuit.



The Academy of Advanced Manufacturing at Gateway is an initiative developed by Rockwell Automation and ManpowerGroup to provide hands-on training in the latest manufacturing systems using Rockwell Automation products. Students Invest 36 hours per week over 14 weeks of full-time classes at Gateway's SC Johnson iMET Center to gain a strong introduction to electronics, robotics, PLCs, industrial automation, project management and more. We invited employers to give brief presentations of their companies and job opportunities as well. The following companies visited the class room in person or virtually to talk with our students: AOA Orthodontics, Andis, Modine, Siligan Containers, Lavelle Industries, Nexus Pharmaceutical and Sure Controls. On December 1, 2021, we will be hosting a Reverse Career Fair and eight companies have responded and will be participating. The deadline to RSVP is November 19th so plenty of time to recruit more employers to participate! Students finish with classes on December 8th and we anticipate many will be working in this field soon after graduation.

OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)

The Crucial Conversation Team continues to create opportunities and a safe space for individuals to share their experiences, perspectives, and emotions. In the same space, listen with respect to the voices of others. At the October Crucial Conversations, 26 participants discussed microaggressions, bias, and stereotypes. We used short videos produced by the Wisconsin Technical College System as well as other short training videos from United Way's 31 Week Challenge for our discussion. The Crucial Conversation team invites the Gateway community to lean-in with courage into sensitive topics with authenticity, empathy, thoughtfulness, vulnerability, and respect.

Please join us on Thursday, Nov. 11th from 2:30 pm - 4 pm to discuss our Return to Campus Fall 2021. We seek to keep a pulse on our community's needs while learning, unlearning, and growing together.

In late September The Office of DEI sponsored thirteen Gateway team members for the inaugural Community College Diversity Institute (CCDI) hosted by Coopwood Diversity Leadership & Education Universal (Coop Di Leu). The purpose of the institute was Advancing Diversity in the Community College and developing a Chief Diversity Officer (CDO) Playbook. However, the content and speakers went beyond the role of the CDO and included discussion of equity and inclusion in HR, creating pathways of success for underserved and underrepresented student populations, Dr. Ibram Kendi shared his perspective on anti-racism and social justice programming in the Community college.

One Gateway staff member had this to say about her experience at CCDI: Michelle Nevarez-Larkin "This institute was very insightful and there was a lot of great information. This is a great framework for our institution to embrace DEI. It was truly a privilege to be included. I really enjoyed Dr. DeRionne Pollard's presentation. Her presentation was so passionate about all the needs of our students, staff and the community. In particular, "The Roadmap to Racial Equity."

In October, the Office for Equal Opportunity and Civil Rights, in partnership with Disability Support Services, completed an audit of the accessibility of self-service kiosks on campus. Recommendations were forwarded to appropriate department leaders for action, as needed.

In addition, the college completed its Affirmative Action plan (AAP) which included modifying and enhancing current practices and processes. The AAP will guide the college's recruitment efforts and help us create a diverse and inclusive workforce. The Office partners with HR to carry out our AAP efforts and is assisting with targeted

FACILITIES & SECURITY

Facilities Projects

The Facilities team has spent the last month coordinating smaller repair projects throughout the district to help improve our community's experience while on campus. Some of these efforts include building facade repairs to exterior columns on the

Kenosha Campus, beginning a small refurbishment of the exterior to the LEA's SimCity House, and minor sidewalk repairs to improve safety and accessibility. In addition, other projects are being coordinated to enhance our IT closets and the equipment inside throughout the district to improve humidity and temperature controls. Great progress continues to be made with the Lincoln Center and we remain on track to complete the first week of December. Our COVID mitigation project for all the restrooms across the district remains on track to be started and completed during the time in between the fall and spring semesters.

Upcoming projects continue to be coordinated and designed including a remodeling of our Refrigeration Labs and an LEA Simulator Room in Kenosha, Parking Lot repairs in Burlington, Kenosha and Racine, as well as some HVAC upgrades in Kenosha and the Horizon Center.

Facilities Operations

In anticipation of Winter eventually arriving in SE WI, the facilities team has completed its procurement of needed rock salt and ice melt, conducted inspections of all equipment and purchased some new items to ensure safe walking surfaces in the event of snow or ice. In addition, the teams remain focused on their efforts to combat any spread of COVID-19 on campus through enhanced cleaning and disinfecting procedures.

Safety and Security

The teams in Kenosha, Burlington and Racine have welcomed new team members to the campus security department. On-boarding and training is currently underway for all new staff to ensure the team is prepared to respond as needed to our campus community's needs. In addition, the team has conducted internal emergency response drills to sharpen our skills to assist in the event of an emergency on campus.