



## DISTRICT BOARD OF TRUSTEES REGULAR MEETING

January 9, 2018  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center  
1:15 p.m.

- 11:45 a.m.** Lunch  
**12: 15 p.m.** Timberwolf Suites Tour  
**1:15 p.m.** Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)

### I. PLEDGE OF ALLEGIANCE TO THE FLAG

### II. PUBLIC INPUT

- A. Public Comments

### III. APPROVAL OF MINUTES

- A. [Approval of minutes from December 5, 2017 Board of Trustees meeting](#)

**Motion:** The Northcentral Technical College Board Approve the meeting minutes from the December 5, 2017 Board of Trustees meeting.

Voice vote required to approve.

### IV. REGULAR VOTING AGENDA

- A. [Antigo – Merrill Center for CDL Training Addition](#)

**Motion:** The Northcentral Technical College Board approve the Merrill Center for CDL Training Addition at a cost not to exceed \$650,000, and request the WTCS State Board do the same.

Voice vote required to approve.

- B. [Remodeling – Wausau Continuing Education Renovation](#)

**Motion:** The Northcentral Technical College Board approve the Wausau Continuing Education Renovation at a cost not to exceed \$650,000 and requests the WTCS State Board to do the same.

Voice vote required to approve.

## V. CONSENT VOTING AGENDA

- A. Approval of consent Voting Agenda
  - [Receipts & Expenditures](#)
  - [Personnel Changes](#)

**Motion:** That the Board approves the Consent Voting Agenda including:  
Receipts & Expenditures  
Personnel Changes

Roll call vote required to approve.

## VI. INFORMATION/DISCUSSION

- A. President's Report
  - 1. Mid-Year Institutional Initiatives – Handout
  - 2. Nursing Instructor Shortage – Jeannie Worden/Darren Ackley/Marlene Roberts
  - 3. Comments from Informational Update
- B. Chairperson's Report
  - 1. Spring 2017 Board Appointment Process
  - 2. Winter WTC DBA Meeting 1/25/18 – 1/27/18 – Eau Claire, WI (CVTC)
- C. Information
  - 1. [Advisory Meeting Minutes](#)
  - 2. [Upcoming Meetings/Events](#)
  - 3. [Good News](#)

## VII. BOARD DEVELOPMENT

- A. ALICE Training – Dan Jacobson

## VIII. ADJOURNMENT

Note: Meetings of the Northcentral Technical College District Board are held in compliance with Wisconsin's "Open Meetings Law".

*Mission Statement:* Northcentral Technical College is the customer-focused, accessible provider of innovative life-long learning that builds a globally competitive workforce.



DISTRICT BOARD OF TRUSTEES REGULAR MEETING MINUTES

Tuesday, December 5, 2017
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Timberwolf Conference Center D100

The Northcentral Technical College District Board of Trustees met on December 5, 2017 at the Wausau Campus. Chairperson Tom Felch called the meeting to order at 1:00 p.m.

Roll Call:

Table with 3 columns: Name, Attendance (X/E), and Name. Rows include Douglas Faragher, Tom Felch, Kristine Gilmore, Lee Lo, Charlie Paulson, Ruth Risley-Gray, Dale Smith, Maria Volpe, and Paul Proulx.

Compliance with Open Meeting Law

PaHnia Thao reported the meeting was being held in compliance with Open Meetings Law 19.81-19.88 of the Wisconsin Statutes.

I. PLEDGE OF ALLEGIANCE TO THE FLAG

A. Recited the Pledge of Allegiance.

II. PUBLIC COMMENTS

A. There were no public comments.

III. APPROVAL OF MINUTES

A. It was moved by Kristine Gilmore and seconded by Maria Volpe that the NTC Board of Trustees meeting minutes from October 24, 2017 be approved. Motion carried unanimously.

IV. REGULAR VOTING AGENDAS

A. Final Modifications to the 2016-2017 Budget – Roxanne Lutgen
Thank you to Roxanne Lutgen and the Finance Team for doing a great job with the final budget modifications.

It was moved by Kristine Gilmore and seconded by Maria Volpe that the NTC District Board approves the final budget modifications to the 2016-2017 Budget. Motion carried unanimously.

B. Approval of the 2016-2017 Comprehensive Annual Financial Report (CAFR) – Randy Beard, Wipfli

Randy Beard from Wipfli presented the audit results ending June 30, 2017. A copy of the financial statement and Comprehensive Annual Financial Report are included in the official meeting minutes. Again, thank you to the NTC Finance Team for doing such a wonderful job with the CAFR. Also, there will be new accounting rules regarding “lease accounting” which is changing any lease accounting and treating them almost like capital. This will be effective 2021. This is Randy Beard’s last NTC Board Meeting because he is retiring. Congratulations Randy.

It was moved by Paul Proulx and seconded by Ruth Risley-Gray that the NTC District Board approves the 2016-2017 Comprehensive Annual Financial Report. Motion carried unanimously.

## V. CONSENT VOTING AGENDA

- A. It was moved by Maria Volpe and seconded by Paul Proulx with a unanimous vote that the NTC District Board approves the consent Voting Agenda including:
- Receipts & Expenditures
  - Personnel Changes
  - Designation of Assistant, Associate and Deputy Directors

**Roll Call** Vote Ayes: Faragher, Felch, Gilmore, Risley-Gray, Smith, Volpe, Proulx

## VI. INFORMATION/DISCUSSION

- A. President’s Report
- ALICE Training Update – Jeannie Worden  
We are very fortunate to have Dan Jacobson, Director of Security at our campus. ALICE stands for Alert, Lockdown, Inform, Counter, and Evacuate. Dan, Sara Gossfeld-Benzing, and Jordan Schult are the NTC staff who are certified to conduct ALICE training. This training teaches you how to react to certain situations. ELT has gone through this training. The College will go through it. We will provide ALICE training to the Board at an upcoming Board Meeting.
  - Legislative Updates
    - Act 66 was passed and will direct DHS to determine criteria for paramedic technicians and emergency medical technicians. DHS will be setting up specific certification. NTC will be asked to provide that training.
    - Lori met with Bernie Patterson, UWSP Chancellor, Greg Summers, UWSP Provost, and Shelly Mondeik, Mid-State Technical College President to discuss the UW Merger. There will be quarterly meetings. NTC and Mid-State will be one united front to help the UW System with the merger. We will keep the Board up-to-date with this.
    - LRB 4083 bill has not been approved yet. This bill will create a grant program for apprenticeship funding up to \$1,000 per year to qualified students who are taking apprenticeship training program in conjunction with their course of instruction at a technical college.
  - Comments from Informational Update
    - We are excited to share that NTC is ranked the No. 2 U.S. online community college by [www.bestvalueschools.com](http://www.bestvalueschools.com). Thank you to the Virtual College Team on a wonderful job.
    - The NTC Quick Pocket Book Facts Sheet was distributed to Board. A copy is included in the official meeting minutes.



- Per request and partnership of North Central Wisconsin Workforce Development Board and Wisconsin Public Service Corporation, we will be offering a new Electrical Power Distribution/Lineman Program. It will be a 9 month program that will be offered out of the NTC Merrill Campus. A Gas Utility Program will also be offered as a follow-up to the Lineman Program. Both of these programs will need CDL certification, and CDL is located in Merrill adjacent to the NTC Merrill Campus. This will make it convenient for the students.
- NTC has been contacted by UW Platteville for a partnership in regards to providing an engineering cluster.
- Chet will be exploring IT equipment for our new Continuing Education Center.
- Lori and Vicki Jeppesen have raised over \$400K for the CPAT building. A K-9 program was also discussed and will be explored in the future.
- Chippewa Valley Technical College visited NTC regarding Virtual College structure.
- NTC is investigating interests of the Spa/Cosmetology Program.
- Representative Mary Felzkowski met with Lori to discuss Dental Therapy. A dental therapist works under the direction of the dentist. Angie Servi will do research on the data. It would be 16 month program, and NTC could be a pilot.

#### B. Board Development

- District Mutual Insurance (DMI) Presentation – Roxanne Lutgen
  - Roxanne presented to the Board regarding the DMI organizational structure, program structure, and their expertise in risk management, environmental health & safety, campus security, and business continuing crisis response emergency planning. Whenever there is a potential risk to the College, DMI needs to be informed immediately. DMI is very fiscally prudent. Roxanne is on the DMI Board as treasurer. The NTC Board of Trustees is covered under this policy.

#### C. Chairperson's Report

- Fall WCTC Legal Conference & 2017 WTC DBA Meeting 11/1/17 – 11/4/17 Update – Paul Proulx, Maria Volpe
  - Lori Weyers, Jeannie Worden, Roxanne Lutgen, Katie Felch, Cindy Thelen, Paul Proulx, Maria Volpe and Rob Elliott attended the Fall WCTC Legal Conference. Rob was part of the panel. The theme for this meeting was Campus Security. A consultant talked about the Cleary Act regarding reporting statistics on security policies and crimes. We will look at doing an audit due to student housing being close by campus. This would be a cost of approximately \$20,000.
  - Greenheck also received the TECh Award.
  - The meeting had low attendance. The WTC District Board continues to discuss strategies for better attendance. ACCT Congressman, Bob Beaver retired from the position. NTC will continue membership with Wisconsin Manufacturing & Commerce.
  - Thank you Maria and Paul for attending. Rob did a wonderful job presenting. Thank you for representing NTC well.
- Winter WTC DBA Meeting 1/25/18 – 1/27/18 – Eau Claire, WI (CVTC)
  - Please let PaHnia know if you are interested in attending this meeting.

D. Information

- Fiscal Strength – Roxanne Lutgen
  - NTC has the 3<sup>rd</sup> lowest aidable cost per FTE.
- NTC Fall 2017 Commencement is Saturday, 12/16/17 – Grand Theater
  - Commencement Speaker: Tom Felch, NTC Board Chairperson
- Advisory Meeting Minutes
- Upcoming Meetings/Events
- Good News

**VII. CLOSED SESSION 2:07 pm**

- A. It was moved by Paul Proulx and seconded by Maria Volpe with unanimous approval to adjourn Board into Closed Session Pursuant to Wisconsin Statutes Section 19.85 (1) (f), and (g) for the purpose:
- Approval of the October 24, 2017 Closed Session Minutes
  - Update regarding pending litigation

**Roll call:** Felch, Gilmore, Risley-Gray, Smith, Proulx, Volpe

**VIII. OPEN SESSION (Immediately following the above Closed Session)**

- A. It was moved by Kristine Gilmore and seconded by Maria Volpe with unanimous approval to reconvene into Open Session to take any action deemed necessary as a result of the closed session. Motion carried unanimously.

**Roll call:** Felch, Gilmore, Risley-Gray, Smith, Volpe, Proulx

**VII. MEETING ADJOURN**

By consensus the meeting adjourned at 2:29 p.m.

Respectfully submitted,

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Maria Volpe, Secretary/Treasurer  
Northcentral Technical College District Board of Trustees

*Note: Meetings of the Northcentral Technical College District Board are held in compliance with Wisconsin's "Open Meetings Law".*

**NORTHCENTRAL TECHNICAL COLLEGE  
DISTRICT BOARD OF TRUSTEES  
TOPIC SUMMARY SHEET**

**MEETING DATE:** January 9, 2018

**TOPIC:** Antigo – Merrill Center for CDL Training Addition

**POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings....**

**TCS 5.04 (2) (a)** A resolution of the district board approving the additional or new facilities.

**INTERPRETATION:** Additional square footage requires Board approval.

**DATA/RESULTS:** At the April 2017 Board meeting, the Board approved the addition for CDL Truck Driver Training Center at a cost not to exceed \$390,000. This CDL Truck Driver Training Center would fulfill NTC’s commitment to the City of Merrill by constructing the first phase of a 7,200 sq.ft. building for the CDL Truck Driving Program. The project was bid and partially awarded to Scherrer Construction who immediately began the construction of the exterior shell of the building. NTC would like to amend the construction contract with Scherrer Construction to include the classroom and office portion of the building using dollars received from generous donors. In order to do so, the Board must approve the new project amount not to exceed \$650,000 and ask the WTCS board to do the same. The College will be asking the WTCS Board for approval at its March Board meeting. A packet evidencing compliance with statutes will be submitted to the State Board with the application.

**AGENDA CATEGORY:**

Voting Agenda

**PROPOSED MOTION:**

BE IT RESOLVED that the Northcentral Technical College Board approve the Merrill Center for CDL Training Addition at a cost not to exceed \$650,000, and request the WTCS State Board do the same.

**CERTIFICATION OF ACCURACY:** I, your CEO, certify that the information contained in this report is true as of this date.

Signed Lori A. Weyers Dated January 9, 2018

**NORTHCENTRAL TECHNICAL COLLEGE  
DISTRICT BOARD OF TRUSTEES  
TOPIC SUMMARY SHEET**

**MEETING DATE:** January 9, 2018

**TOPIC:** Remodeling: Wausau Continuing Education Renovation

**POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers –** (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

**TCS 5.04 (4) (a)** A resolution of the district board approving the remodeling of existing facilities, (b) A resolution of the district board requesting board (WTCS) approval of the remodeling.

**INTERPRETATION:** Remodeling of existing facilities requires Board approval.

**DATA/RESULTS:** The Wausau Continuing Education Renovation project will remodel 8,000 sq.ft. of the Health Sciences Building. Increased demands for larger seating capacities and flexible learning environments have limited NTC's ability to provide adequate conference space or furniture configurations desired by our Continuing Education Program. This project would remove the tiered seating and sloped floors in the auditorium, creating a large level floor area that would be equipped with a movable wall and flexible furniture. In addition, Room 1005 would be renovated to provide an area to offer lunches or stage meals for large conferences. In order to begin construction in May, the College will be requesting WTCS State Board approval at its March Board Meeting. The NTC Board is asked to approve the proposed renovation and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

**AGENDA CATEGORY:**  
Voting Agenda

**PROPOSED MOTION:**  
BE IT RESOLVED that the Northcentral Technical College Board Approves the Wausau Continuing Education Renovation at a cost not to exceed \$650,000 and requests the WTCS State Board to do the same.

**CERTIFICATION OF ACCURACY:** I, your CEO, certify that the information contained in this report is true as of this date.

Signed Lori A. Weyers Dated: January 9, 2018

**NORTHCENTRAL TECHNICAL COLLEGE  
DISTRICT BOARD OF TRUSTEES  
TOPIC SUMMARY SHEET**

**MEETING DATE:** January 9, 2018

**TOPIC:** Receipts & Expenditures

**POLICY 1.1 – General Executive Constraint** – The Chief Executive Officer (CEO), in execution of her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics or that results in failure to be accredited.

**INTERPRETATION:** To avoid *violation of commonly accepted business and professional ethics* NTC will follow Wisconsin statute 38.12 **District Board Duties (2)** “...All expenditures exceeding \$2500 shall be approved by the district board.” Also, in compliance with Wisconsin statute 38.12(4) District board duties, “The publication proceedings shall include a statement of receipts and expenditures in the aggregate.”

**DATA/RESULTS:** The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of November 30, 2017.

YTD Fund 1 – 7 Revenues: \$47,534,892

YTD Fund 1 – 7 Expenses: \$42,878,454

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

(Motion is included with consent agenda.)

**CERTIFICATION OF ACCURACY:** I, your CEO, certify that the information contained in this report is true as of this date.

Signed           Lori A. Weyers          

Dated           January 2, 2018

**NORTHCENTRAL TECHNICAL COLLEGE  
DISTRICT BOARD OF TRUSTEES  
TOPIC SUMMARY SHEET**

**MEETING DATE:** January 9, 2018

**TOPIC:** Personnel Changes

**POLICY 1.1 – General Executive Constraint** – The Chief Executive Officer (CEO), in execution of her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics or that results in failure to be accredited.

**INTERPRETATION:** NTC will follow Wisconsin Statute 118.22 (2) “...No teacher may be employed... except by a majority vote of the full membership of the board. Nothing in this section prevents the modification or termination of a contract by mutual agreement of the teacher and the board.”

**DATA/RESULTS:** A request is made to approve the following personnel changes:

New Hires:

1. Lyn Banaszynski – Assistant Farm Manager

Resignations:

1. Todd Will – Flexible Learning Coordinator
2. Michelle O’Donnell – Faculty, Nursing

Retirement:

N/A

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

(Motion is included with consent agenda.)

**CERTIFICATION OF ACCURACY:** I, your CEO, certify that the information contained in this report is true as of this date.

Signed                     Lori A. Weyers                    

Dated           January 2, 2018

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: 10/5/17

Program Name: Early Childhood Education

### Attendees

#### Industry Members

- Micki Krueger (Childcaring), Nicole Guthrie (Marathon County HeadStart), Carry Bellanti (Wausau West High School), Kelly Doll (Agnesian Beyond Boundaries of Autism), Terese Baier (DCE School District), Karen Kieper (Antigo HeadStart, via phone conference)

#### NTC Staff:

#### Other

- Craig Bernstein (Business Development Manager), Sandy Suprak (ECE faculty), Rachael Loucks (ECE faculty), Chris Severson (Dean, SoBCS)

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### Summary—Include a brief statement(s) of topics and action items

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:
  - Industry Trends: Childcaring offers informational sessions on how to start up child care businesses (home/group). They provide grants to qualified individuals. They have hosted five sessions this year; all were well received. They will offer another five in 2018. One meeting will be specifically offered in Hmong to support Hmong providers. They are seeing a decrease in regulated family childcare programs in their service area (10 counties). DC Everest 4K program has enrollments over 400 children this year. The change in teacher licensure from DPI will help tremendously in placing four-year teachers in jobs (4K level). They heavily rely on teaching assistants (associate degree); they are vital to the classroom. The team is really working with ECE staff in school district to ensure inclusion in the classroom. There is a shortage of qualified teaching staff overall. All present were grateful/appreciative of the continued partnership with NTC's ECE program.
  - Program Information
    - Enrollments/FTEs: This fall semester has been one of the largest growth semesters in the last five years. The ECE program received 65 applications last year, 75 applications this year. 48 students matriculated/enrolled this semester, an increase of 20 students from last year. There is hope this momentum will continue to grow. One of the challenges, however, is while headcount is up, the number of FTEs (full-time equivalent) is only up 1.7%. Overall, the program is up a total of 12 students.
    - HS Program update: High school classes are offered in a 9-credit certificate. This year, Sandy is working with six high schools (Alma, Augusta, Gilman, New Auburn, Tony/Flambeau, and Loyal). There are nine students. They will complete ECE Foundations in November. They will receive certificates for SIDS, SBS and CAN training. A number of high school students are assisting as aides in the elementary schools. Rachael will teach the remaining two courses to the students through the rest of the academic year. The dual credit program has had the lowest number of students starting in the fall in a long time. Currently, there are students at Wausau West and Medford. Spring will bring onboard Wausau East, Abbotsford, and DC Everest. The program has good high school instructors involved. Changes will be coming to the dual credit program as the curriculum changes. Child caring will join the spring Dual Credit meeting to promote the ECE profession.

- Curriculum/Assessment
  - Online course update: NTC received a grant a couple of years ago to assist in provide individuals with a preschool credential. To date, NTC has developed courses, including the Preschool Credential, for asynchronous, online delivery. There is engaging, robust content. The goal as a program is to introduce these online courses into the ECE program. Pros/Cons have been discussed regarding offering ECE program completely online. ECE faculty and adjunct have embraced developing and delivering online content. Moving forward, they will continue to explore online opportunities. Members expressed some concerns regarding content delivery but also understood the need for scheduling flexible learning options to remove barriers to students interested in pursuing a career in child care.
  - Success in ECE update: This preparatory course has been offered twice. The first section ran in the evenings throughout the month of August. This was not as successful as had been hoped due to many of the many of the activities involved student engagement. With much of the college resources closed in the evening, it was difficult to generate excitement/connection with the college community. The second section was offered in the daytime during the semester and very successful. The goal of the course is to increase success and retention. This class provides an opportunity for students to prepare for Practicum 1. This has allowed for quicker student placements. Rachael has seen a difference between students that completed course versus those that haven't. The students that have completed the Success in ECE course have solidified into a cohort. The students are more apt to help one another and provide support to each other.
  - Statewide curriculum update: Rachael has been representing NTC at the system-wide meetings. Students don't understand that the faculty don't define what the curriculum looks like. One change the faculty is aware of is that Administration of an ECE Program (10307198) will be dropped from the statewide curriculum, reducing NTC's program to 66 credits. The three curriculum courses (Art, Music and Language Arts; Math, Science and Social Studies; and Curriculum Planning) will be subject to major curriculum changes. There are some aspects/areas within individual course curriculum that allows for some flexibility; however, the majority of the curriculum requirements are based on statewide curriculum. The best way NTC can influence the curriculum is to take feedback from students/providers/advisory committee members to the system meetings to advocate the needs identified.
  - Program transition-Sandy's retirement: The College is aware that supporting/supervising four practicum classes is a full-time commitment for one faculty. Chris has asked to replace the position, with the intent to have the position filled mid-year. NTC could investigate posting a position over the next six weeks and the team will be able to bring the new faculty member onboard January 2018. If that doesn't happen, NTC would work through the Spring 2018 semester without a second faculty member and will strive to meet student need with adjunct. If it is determined that the funding isn't available to support a new position, NTC will explore all options to best serve students, the program, and the community/providers.
- Continuing Education/Business & Industry Solutions initiatives: Craig Bernstein shared flyers of upcoming opportunities. Business & Industry is available to deliver customized content on-site to support incumbent work force, including, cultural awareness/sensitivity, CPR, soft skills. If there's a credentialing/continuing education need, NTC's Continuing Education is able to deliver content on



campus. For more information or to inquire, please contact Craig at [bernstein@ntc.edu](mailto:bernstein@ntc.edu). NTC and Childcaring will be collaborating on a spring conference (February 2018).

- Agenda 4:
  - ECE advisory committee recruitment: NTC is always seeking engaged advisory committee members. If you have any recommendations of ideal candidates to participate, either from your organization or a colleague in the community, please share Jessica’s contact information ([benton@ntc.edu](mailto:benton@ntc.edu)) or Chris’ contact information ([seversonc@ntc.edu](mailto:seversonc@ntc.edu)) to discuss opportunity in greater detail.
  - ECE Chair: If you are interested in taking a leadership role, please contact Jessica ([benton@ntc.edu](mailto:benton@ntc.edu)) to express your interest.
- Agenda 5: The next advisory committee meeting will be scheduled March 2018.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: October 17, 2017

Program Name: Manufacturing & Safety Engineering Technology

### Attendees

#### Industry Members

- Kevin Woosley – JARP Industries
- Dale Rasmussen – Lincoln Windows
- Jennifer Marzu – Veritas Steel
- Paul Swamborg – Ryan Manufacturing
- Leon Gasek – Adjunct Instructor

#### NTC Staff:

- Joe Proulx – Instructor
- Laurie Schulz – Instructor
- Greg Cisewski – Associate Dean, Technical & Trades
- Weng Liew – Business & Industry Solutions
- Brandy Brueckmann – Virtual College
- Brad Gast – Dean Continuing Education
- Bonnie Ossness – Director of Career Pathways
- Susan Clark – Administrative Assistant

#### Other:

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### Summary—Include a brief statement(s) of topics and action items

#### Discussion:

- **Industry Trends** Businesses have seen an uptick in requirements. A company has shut a few customer to focus on their core group because of the increase in demand. Jarp has been busy. Jarp has partnered with another hydraulic company. Schuette Metals has been busy with a dramatic increase in welding and machining, and they have added a press break form. Companies are noticing they are spending a lot of time training internally. Lincoln Windows business is doing well, however it seems to have slowed down with the weather change, but hopes it will pick up. Lincoln windows will be adding a CNC machine and operators soon. Another member shared that normally they see a slow down right now but they haven’t seen it slow down yet. Customer are steady and we will end the year really good. Siemens Energy is coming off a down turn. They are a custom waste water treatment company. Currently they are looking at work processes and outsources.
- **Enrollment Report:** Enrollment is increasing and we currently have 18 students in the process to either start yet this fall or spring 2018. There is a total of 57 students in the program and 19 of them are from out of Wisconsin.

- Ashley explained that students are eligible for credit for prior learning, this can be completed by a portfolio submitted proving they know the competences within the course they are trying to get credit for. Zach Popp, Director of Adult Recruitment, will be working on the pipeline for these programs and he will be as mobile as possible to be able to reach as many students as possible for these programs.
- **Curriculum modification:** There is a national push to make credits for an Associate's Degree closer to half of a Bachelor's Degree, or close to 60 credits. Joe shared with the committee a hand out that showed the different changes to re-package his programs. NTC removed the elective credit from the program and flip flopped two courses with what semester they were in. Introduction to Six Sigma went from two to three credits.
- The Committee discussion the increase in younger generation taking these programs and how to share with them about our agreements with the four year schools. Brandy will check with Suzi Mathis on where she is at with other agreements. These are listed on our website when they are finalized. At the next meeting NTC will share some of the articulation agreements for these engineering programs.
- **Processes Planning:** Joe is looking to work with a couple people on this course to better align this course to the competences and needs industry input on how and what to include into this course. Joe will send a survey asking who is interested in helping him with this course.
- **Online Science Course:** Brandy shared with the committee that within the safety engineering program NTC will be adding a chemistry course instead of physics. Joe and Brandy are working with general studies to be able to have these course taught online and for someone to teach them online. Investigating the lab and online competences and what software/simulations can be utilized to meet these competences
- **Canvas:** Joe shared with the committee the new learning management system NTC is utilizing for our online/virtual college courses. This is new learning management system (Canvas) is more user friendly for the student and the instructor.
- **Continuing Education and Business & Industry:** Tracy Brewer shared a folder full of opportunities for business to participate in from classes, seminars or events. These ranging from technical skills to leadership and OSHA classes. All of these can be customized and brought to each of your organization.

**SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: October 18, 2017	Program Name: Culinary Arts
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**Attendees**

**Industry Members**

- Daniel Landsverk, Committee Chair, District Manager, Sysco
- Wes Lazar, Managing Partner, Texas Roadhouse

<b>NTC Staff:</b>	<b>Other</b>
<ul style="list-style-type: none"> <li>• Craig Bernstein, Business Development Manager</li> <li>• Bobbi Lee, Administrative Assistant</li> <li>• Jeff McDonald, Psychology Faculty</li> <li>• Vicky Pietz, Dean of Agriculture and Culinary Arts</li> <li>• Travis Teska, Culinary Instructor</li> <li>• Derrick Vanzo, Culinary Instructional Assistant</li> </ul>	<ul style="list-style-type: none"> <li>• William Hale, NTC student</li> </ul>

**Summary—Include a brief statement(s) of topics and action items**

- Daniel Landsverk agreed to be the Chair of the Culinary Arts Advisory Committee and Vicky Pietz, Dean of Agriculture and Culinary Arts, thanked him for that.
- Student housing is under construction and Timberwolf Suites should be ready to house students for the spring 2018 term.
- Travis Teska, Culinary Arts Instructor, did a segment on Channel 7 News and the culinary department also took part in a 'mannequin break', which was fun for students.

- The culinary department had their health inspection and it went well.
- The college is adopting a new online learning management system called Canvas. The whole Culinary program has already been moved from the current learning management system called Blackboard to Canvas and they are doing testing with IT to make sure everything works. Canvas is much more mobile friendly and the students really like it.
- Northcentral Technical College (NTC) has chosen Darren Ackley as the new Vice President of Learning, prior to this he was the Dean of Technical and Trades.
- NTC has opened a new STEM (Science, Technology, Engineering and Math) center in the Technical and Trades area.
- NTC will be building a new greenhouse restaurant in between the Center for Business and Industry (CBI) and the main building and it will be built in two phases. We are still contemplating dining concepts, trainings that can be incorporated and how hospitality can be a part of this as well. Vicky will be going to the Wisconsin Hotel Association Conference November 5-7 to learn more about the hospitality industry.
- The Agriculture Center for Excellence will be undergoing renovations as the farm has grown from one program to 5 programs and from 20 students to approximately 200 students. The expansion will include an area for students, two new classrooms, a science level II lab, expanding a manure pit, an automated feeding system and a hoop house. Jon Reinke, Culinary Instructor, will be taking the lead on the hoop house, incorporating it into the Culinary program for farm-to-table concepts.
- There is a new CDL training center and a new indoor Tactical Training Range at the NTC Public Safety Center of Excellence in Merrill.
- The Culinary program will have twelve students in 3<sup>rd</sup> semester and thirteen students in 1<sup>st</sup> and 2<sup>nd</sup> semester. Twelve students have applied and been accepted for fall 2018.
- The total graduate employment rate at NTC for 2016 was 94% and 82% of those employed were employed within their field of study. The Culinary Arts program was not listed in this report as there has not yet been a graduating class.
- The Culinary Club will again compete in Big Taste, where last year they won first place for their dessert. This year their entry will be a Roasted Pumpkin Soup with Candied Bacon. The club participated in Bunker's Grill cook off and a first year Culinary student won the event with a Peanut Butter Beer Pasta. The club did team building with Matt Chitwood, Student Development Coordinator in Student Life. The club will be collaborating with the Postsecondary Agriculture Student (PAS) club on October 24<sup>th</sup> for a pumpkin painting event, which is a fund raiser for the Timberwolf Table food pantry at NTC.
- Travis presented a power point to the committee about what happens in a culinary classroom.
- There is a national push to lower credits for an Associate Degree to around half the number of credits for a Bachelor's Degree, or 60-64 credits. The Culinary program did some curriculum modifications to change the credits for a Culinary Arts Associate Degree from 69 credits to 61 credits. The Culinary Arts Advisory Committee discussed the changes and supports moving forward.
- The new courses being developed for 4<sup>th</sup> semester are Culinary Internship, Garde Manager, Restaurant Financial Application, Gourmet Foods and Advanced Baking and Specialty Decoration. Committee members were given course outcome summaries for The Seasonal Kitchen and Pantry, Restaurant Cost Controls, Restaurant Operations and Advanced Cake Decorating to look over and let Vicky know if they recommend any changes.
- There is a new grant for the second year of the Culinary program. NTC has incorporated the first year expenses into the operating budget.
- Committee members were given flyers for continuing education courses for the Fall Culinary Series (3 classes) and Holiday Cooking Series (3 classes), which are open to anyone. They were also given a flyer for Culinary Team Building, which is for businesses to do team building with employees while having fun in the kitchen.

- A discussion was held regarding short-term certificates and technical diplomas as Culinary students are struggling with general education courses required for an Associate Degree. The consensus of the committee was that general education courses and soft skills are very important to have a well-rounded employee. The members felt that anything less than an Associate Degree is something that employers can teach on the job. The expectations of the program need to be laid out at the very beginning and let the students know that they need to complete their general education courses in order to graduate. “We are in the people business first and the food business second.” The advisory committee members do not support short-term training at this time.
- Capital equipment purchased since the last advisory meeting include: china, glassware, racks, flatware, chafers, induction burners and the pots and pans to go with them, etc. The department is in the process of trying to find a composter and outfitting the greenhouse will be next.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

*Meeting Date: 10/24/17*

*Program Name: Human Services/AODA*

### **Attendees**

#### **Industry Members**

- Caylee Nichols (Positive Alternatives), John Klug (Division of Juvenile Corrections), Dan Shine (Lakeside Recovery), Bo Johnson (Northcentral Health Care), Courtney Scholl (), Melissa Moore (AOD Partnership), Michelle Hazuka (Community Corner Clubhouse), Lorie Goeser (Dekorra Oaks)

#### **NTC Staff:**

- Tammy Gorski (Human Services faculty), Danny Knoblock (Human Services faculty), Candace Weinzinger (Gerontology faculty), Sara Bartelt (VC Academic Advisor), Brad Gast (Dean, CE/BIS), Christina Lucas (Human Services Faculty), Brandy Breuckman (Dean, VC), Kimberly Waltz (General Studies faculty), Sue Priebe (General Studies faculty, via phone)

#### **Other**

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### **Summary—Include a brief statement(s) of topics and action items**

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:
  - Curriculum/Assessment
    - PASS Initiative: PASS Initiative: NTC’s new initiative to increase student retention, completion and graduation was shared with the advisory committee. Factors relating to timely program completion include: student takes time off, high credit load, course completion, student change in major, taking additional courses above program requirements, and course transfer problems.
    - Human Services-Academic: This will be absorbed with the Human Services program. As these two areas merge to a single program, NTC will need to review how this impacts the

four-year articulation agreements with the goal of minimizing the negative impacts to those agreements.

- Human Services (21% proposed program change, reduced to 61 credits): The following changes were proposed to the advisory committee for review:
  - Remove Intermediate Algebra w/Applications (10804118, 4 cr.) and replace with College Mathematics (10804107, 3 cr.); Remove Introduction to Sociology (10809196, 3 cr.); Remove Elective (10999992, 2 cr.). **The advisory committee fully endorses the proposed changes to the Human Services associate degree program.**
- AODA (9% proposed program change, reduced to 60 credits): The following changes were proposed to the advisory committee for review:
  - Remove Math with Business Applications (10804123, 3 cr.), Remove Introduction to Sociology (10809196, 3 cr.). **Based on the uncertainty of DSPS changes and how they will dictate curriculum changes; the advisory committee fully endorses the proposed changes as they relate to the AODA program.**
- Course Competency Review: The advisory board members were unable to complete the online survey sent out prior to the meeting. Tammy indicated was for the board to review the competencies of all program courses and to offer feedback regarding areas that needed greater focus. Tammy also indicated this was an ideal time to review content as the faculty were exploring accreditation through the Counsel for Standards in Human Service Education (CSHSE). Further, this opportunity would give new advisory committee members the opportunity to become better acquainted with the full breadth and scope of the Human Services and AODA programs.
- Admissions without Barriers: Human Services and AODA are early adapters of the admissions without barriers process. Alternative measures will be used to admit learners into the programs.
- DSPS Proposed Changes: Changes were shared via documentation with the advisory committee. As they are not finalized as of meeting date, this was just to bring an awareness to industry partners.
- Continuing Education/Business & Industry Solutions initiatives: Brad Gast shared information regarding upcoming training opportunities for AODA working with the Marathon County AOD Partnership and Dekorra Oaks, LLC. He shared Business and Industry delivers customized incumbent workforce training and NTC's interest in bringing continuing educational opportunities to central WI. For more information or to share training needs, please contact Brad at [gast@ntc.edu](mailto:gast@ntc.edu).
- Agenda 4:
  - Industry Trends: Many advisory committee members stated they were looking to hire new employees. Substance abuse continues to plague Wisconsin, including NTC's district. A number of programs and services available to those suffering from substance abuse has increased, but there is still great need in the area. There were two new organizations represented for the first time at the meeting: Positive Alternatives and Stepping Stones.
- Agenda 5: The next meeting is scheduled for April 27, 2018.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: 10/25/2017

Program Name: Mechanical Design

### **Attendees**

#### **Industry Members**

- Greg Ashton, Crystal Finishing, Chair
- Roger Clark, Imperial Industries, Inc.
- Shane Herdt, Imperial Industries, Inc.
- Jim Peterson, Enerquip, Vice-Chair
- Luke Schultz, A&B Process Systems
- Richard Metzler, Siemens Energy Inc.

#### **NTC Staff:**

- Katie Metko, Learning Coordinator
- Bobbi Lee, Administrative Assistant
- Laurie Schulz, Faculty
- Bryan LaVigne, Faculty
- Brad Schinker, Faculty
- Jared Eggebrecht, Business & Industry

#### **Other**

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### **Summary—Include a brief statement(s) of topics and action items**

#### **A. Industry Trends**

Roger Clark, Imperial Industries, reported that they have completed their new 100,000 square foot building and Imperial is also looking to add 10,000 square feet for office space. They are looking for more welding and mechanical design students and have entry level jobs open right now. Jim Peterson, Enerquip stated they have had another strong year and have hired 5 or 6 welders this summer that were interning with them. They have reconfigured some space to allow for more welding stations. The biggest struggle they have in Medford is lack of people to hire. There are many large employers in Medford and not enough workers to go around. Medford does not have the housing and other amenities that people look for when they want to move somewhere, so it is hard to draw workers to the area. Luke Schultz, A&B Process Systems, explained that they service a lot of different industries and pharmaceuticals is really big right now. They will have systems design and mechanical design positions open in the beginning of next year and are open to making a different type of position to get someone in an entry level position. The question was raised if A&B is on Wisconsin TechConnect and they are. Mock interviews and lunch and learns were mentioned as ways employers can meet students. Employers can contact Transfer and Placement at NTC to set up a date to come in and talk to students. Last semester 4-5 students were hired by employers from lunch and learns. Rich Metzler, Siemens Energy, reported that business has been soft the last few years, but they just closed two big orders and have 3-4 more coming. Greg Ashton, Crystal Finishing, commented that they have had a busy year and there has been a late season burst for Architectural design projects. The main positions they have been hiring for are production positions, they currently don't have any openings for skilled machinists or designers.

#### **B. Program Information**

##### **• Enrollment Report**

Committee members were given a blue handout regarding fall 2017 enrollment. The program can now accept 24 full-time students per semester, up from 20 students in prior semesters. There currently are 25 full-time students in first semester (a few at regional campuses) and two part-time. Second semester is a little light with 9 full-time students, when in spring there were 21 students registered. Looking at 2<sup>nd</sup> semester with more detail there was one student that completed his Applied Mechanical CAD Technical Diploma, three students were signed up for individual CAD classes for work and successfully completed the classes needed, one was a high school course options student who has not enrolled at NTC and 2 students left the program. One student left due to illness and the other did not give a reason for leaving. Six students are continuing the course part-time and some of these students show up in our enrollment report as first semester students depending on the classes they are taking.

There are 11 full-time and 4 part-time students in 3<sup>rd</sup> semester and 9 full-time and 4 part-time students in 4<sup>th</sup> semester. The average age of students at NTC has gone down dramatically from 34 years old to 24 years old. The Mechanical Design instructors mentioned that most of their students are in the 18-21 year old range.

- Graduate Follow-Up report  
Committee members were given a Graduate Outcomes Report for 2016. The Mechanical Design department had 15 graduates and 12 of those responded to the survey. Of those 12 graduates, 89% were employed and 100% of them were employed in their field. The average salary is \$19/hour or approximately \$42,000 annually.
  - Welding and Mechanical Design Competition 04/10/2018  
Instructor Laurie Schulz informed the committee that they have been doing this competition for a long time, but the number of students involved in the mechanical design portion, has dropped off dramatically. This may be the last competition, they will have to determine if there is enough interest and participation.
  - Career Focused Day  
Currently NTC holds job fairs twice per year for the School of Engineering and Technology, one in the spring and one in the fall. Employers have expressed that they would like more contact with students, so the college has been working on a full day that the students can focus on their career. Classes would be cancelled that day and the students would have break out sessions and a job fair with employers with certain requirements that students would need to fill. There would also be a session for alumni to come in and talk with students about working in the real world and how that connects with what they are currently learning at NTC. This is in the beginning stages of planning, but will hopefully become a reality with a pilot program in the spring. This should give the students an idea of what is wanted in the industry and what will be expected of them when they graduate.
  - Nuts, Bolts and Thingamajigs  
Veronica Hope, Welding Instructor, is trying to get a grant from a nationwide program for running a summer camp geared towards design and manufacturing for girls from 6<sup>th</sup> through 10<sup>th</sup> grade. The girls would come in and design something, then work with welding and machine tools to make their design. They would be able to go out into local industries to get tours and see what careers are out there. The last day of camp they work with graphics and do a presentation of what they did during camp and do a presentation for their families. This would be a great recruitment tool for NTC and should run next summer.
- C. Curriculum/Assessment
- Curriculum Modification  
The Achieve the Dream movement has started a nationwide push to reduce credits for Associate Degrees closer to half of what is required for a Bachelor's Degree, from 60-64 credits. The Mechanical Design Associate Degree is currently 69-70 credits, so the department has been working on reducing the credits without losing any competencies. The committee was given a handout on the recommendations for reductions. In 1<sup>st</sup> semester beginning Excel can be removed as instructors are finding this is a very basic class and excel is included in the Computer Applications & Analysis for Engineers course in 4<sup>th</sup> semester. Most students have basic excel skills, but for those that don't, there is a learning plan that can bring them up to speed. In 2<sup>nd</sup> semester the recommendation is to remove Trigonometry w/ Apps as this class is advanced and was only offered to prepare students for 4-year university. In 3<sup>rd</sup> semester we can remove the 3 Fluid Power courses (3 credits) and take what we need from each class to develop a 1 credit Fundamentals of Fluid Power course and specialize the course more. There are no changes recommended for 4<sup>th</sup> semester. These recommendation would change the credit amount to 63-64. The committee gave their approval to move forward with the recommendations.
  - Project Management Software Certificate  
NTC currently has Manufacturing Engineering Technology and Safety Engineering Technology programs which involves Project Management. Brad is collaborating with Joe Proulx, to determine how to create an add on certificate.
- D. Continuing Education/Business & Industry Initiatives
- Jared Eggebrecht, Business & Industry (B&I), handed out folders to the group. Business and Industry can customize trainings and classes for your business or any specific problem your team may be having and even come to your workplace to hold the training. There is a Leadership Development course coming up in the spring with three different courses: Organizational Behavior and Development, Leading Change and Diversity and Leadership Development. There is also a Supervisory Management seminar coming up and a Lean certificate will be available this spring.

B&I has a 3D printer that businesses can have access to if they have idea that they would like to design and print. The cost is material based and the finished product is very detailed. The 3D printer is also able to make moving assemblies as well, some companies have used the printer to make items for trade shows.

- B&I has a mechanical skills assessment test that is a great pre-employment aptitude test to see what someone’s trainability level is and they can also do machine operator or maintenance level 1 testing to assess an applicant’s ability to troubleshoot problems with machinery. They also have a Mobile Emerging Technology Trailer and can bring different equipment and tools to your location for trainings.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: October 30, 2017

Program Name: Criminal Justice

### **Attendees**

#### **Industry Members**

- Lt. Tim Fischer, Lincoln County Sheriff
- Sgt. Rhae Stertz, Wisconsin State Patrol

#### **NTC Staff:**

#### **Other**

- Kris Grod, Associate Dean of Public Safety
- Andrew Kleppe, Faculty
- Brian Fiene, Faculty
- Craig Bernstein, Business and Industry
- Chris Munson, College Advising Specialist
- Paul Strehlow, Learning Coordinator
- Michelle Shepherd, Administrative Assistant

### **Summary—Include a brief statement(s) of topics and action items**

#### **College-Wide Initiatives**

- **Program completion** – Performance based funding shows that typically over four semesters about 50 percent of students graduate. The biggest loss of students is between first and second semester. NTC is trying to identify which classes are a better fit for the students to help them achieve completion.
- Timberwolf Suites will be ready for student occupancy in January 2018 for the spring semester. The capacity can be about 220 students.
- The STEM center is being built at the Wausau NTC campus.
- The CDL program will be moving to a new building close to the Merrill Public Safety Center of Excellence.
- Some electric car plug-in stations have been installed at the Wausau campus parking lot.
- Darren Ackley is the new Vice President of Learning.

#### **Curriculum/Assessment**

- **Proposed changes to Associate Degree** – There is a request from the WI Technical College System to decrease credits for programs. The preference would be 60-62 credits. Currently the Criminal Justice Associate Degree is 70 credits. To reduce the credits to 61, the following changes would be made:
  - Criminology has been removed, as well as an elective.
  - Economics, abnormal psychology and developmental psychology are no longer options.
  - Juvenile Legal System has been changed from 3 credits to 2 credits.
 Students that pursue the law enforcement academy will have some of this information as part of the academy. The advisory committee makes a motion to approve the changes from 70 credits to 61 credits. Lt. Fischer makes a motion, Sgt. Stertz seconds the motion.



**Action: Proposed changes to associate degree, a motion was made and seconded to approve changes as stated.**

- For the spring 2018 semester, Corrections 1 and Corrections 2 will be on Fridays.
- Beginning with the spring 2019 semester, the law enforcement academy will be offered in both the spring and fall semesters.
- For students wanting to go to a 4 year college, these credits will all transfer except for math.

**Program information:**

- **Enrollment** – Criminal Justice is one of the high demand programs. Only 36 students can be enrolled in the program per semester. For fall 2017, another section was opened that started with 40 instead of 36. Criminal Justice is part of a pilot group that works with a program advisor to enroll early for this program. Students were able to get their spring schedules set up a month earlier than those using the regular registration enrollment. The spring 2018 semester has 18 students enrolled. There should be a full cohort for spring.
- **Jail Academy** – Ms. Benzing has applied to the Department of Justice for permission to have a jail academy. The certification track classes Corrections 1 and Corrections 2 would be moved to Fridays. By scheduling the Corrections 1 class for the first half of the semester and Corrections 2 for the second half of the semester, the jail academy would run simultaneously with certification track students. The jail academy is 160 credits. Ideally this would start in January 2018.

**Equipment Facilities:**

- CPAT - Merrill – There is a need for locations to perform Fire Service agility tests in central Wisconsin. There will be an addition to the Merrill Public Safety Center of Excellence to accommodate this testing. The agility testing facility will have eight different testing stations, and will be air conditioned and heated. This could also be used for DAAT training.

**Continuing Education/Business & Industry Solutions Initiatives**

- Training – Mr. Bernstein provided an update on continuing education classes.
  - Reid Technique class was done over summer with 17 attending.
  - Crisis Intervention – 32 area law enforcement attended.
  - “Is the Caller the Killer” class is coming up in November. Lt. Fischer stated that this class is fantastic. It is really good for the dispatch people. The instructor is very knowledgeable.

**SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

<i>Meeting Date: 11/8/2017</i>	<i>Program Name: Business Technology</i>
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**Attendees**

**Industry Members**

- Gerri Meverden (Global View Capital Advisors), Teresa Turner (GI Associates), Laurie Prochnow (Management Recruiters of Wausau), Sarah Ruffi (Ruffi Law Offices)

<b>NTC Staff:</b>	<b>Other</b>
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- Carrie Heckendorf (Admin Pro faculty), Tricia Miller (Academic Advisor), Dianne Carroll (Admin Pro faculty – via phone conference), Chris Severson (Dean, SoBCS), Amy Denissen (VC Academic Advisor), Tracy Brewer (CBI Business Manager), Zach Popp (Director of Adult Education)

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**Summary—Include a brief statement(s) of topics and action items**

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:

- PASS Initiative: NTC's new initiative to increase student retention, completion and graduation was shared with the advisory committee. Factors relating to timely program completion include: student takes time off, high credit load, course completion, student change in major, taking additional courses above program requirements, and course transfer problems.
- Agenda 4:
  - Industry Trends: Advisory committee members continue to share their concerns for soft skills with the younger workforce. NTC is contemplating branding laddering credentials in such a way that denotes greater academic commitment. Chris shared that one WTCS college has branded their technical diploma as Administrative Assistant, which will ladder into completion of their second year to an Executive Assistant associate degree. That college has seen an increase in enrollments in the program; possibly due to their new branding efforts. NTC wants to fully understand what is employers expect from graduates and ensure these skills are taught to their needs. Part of that dialog is to better define the overall program and branding the programs with the best-fit title. Many felt that the "Administrative Professional" title was ambiguous, but that "Executive Assistant" denotes years' experience providing high-end support to organizational leadership.
  - Curriculum/Assessment
    - Curriculum Modification for all certificates, technical diplomas and the Administrative Professional associate degree have been realigned so that the first semester programming is similar across career paths. This will allow for laddering opportunities as learners move from one completed credential to the next and should increase student retention/persistence.
      - Originally, the credit load was 65; the new program will be at 62. The faculty have removed Keyboarding 3 (10106156) due to conversations with hiring agencies and employers regarding the typing speed necessary for entry level positions. They have also removed a general studies course.
      - Based on previous advisory committee feedback, faculty asked whether Social Media Campaign 1 (10104125) course should be added to the associate degree program to address the need for social media/online footprint management. As the goal is to abide by the PASS Initiative and keep program credit range 60-64, faculty would disperse the relevant course competencies associated with Electronic Business Communications (10106170) to other courses and eliminate this course from the associate degree program. Feedback from advisory committee members felt that an entry level administrative assistant position wouldn't be the person promoting an organization online/social media. **The advisory committee fully endorsed all curriculum changes to the certificate, technical diplomas and Administrative Professional associate degree.**
    - Industry Recognized Credentials: Dianne asked whether there were any industry recognized credentials the faculty should be teaching to or preparing graduates for. Currently, the curriculum prepares students for MS Office certification and IAAP certification. The advisory committee felt these were appropriate credentials. If there are additional credentials that you believe would benefit graduates and give If you have any recommendations, please feel free to reach out to Carrie at [heckendorf@ntc.edu](mailto:heckendorf@ntc.edu) or Dianne at [carroll@ntc.edu](mailto:carroll@ntc.edu).
    - Credit for Prior Learning initiatives: TABLED
  - Program Information
    - Business Professionals of America (BPA) Club: This year's BPA Club members have been very active with service learning and community support activities. Upcoming activities include wrapping presents at the Wausau Center Mall, Salvation Army bell ringing and a Milk-Moola drive. If you are interested in supporting any of these initiatives or know of other community service opportunities for the BPA Club to explore, please contact Carrie at [heckendorf@ntc.edu](mailto:heckendorf@ntc.edu) or Dianne at [carroll@ntc.edu](mailto:carroll@ntc.edu).

- Alumni Huddle (Meet the Professionals): The Business Technology faculty are inviting graduates working in their field to discuss with current students about the importance/value of soft skills in the workplace (11/15/17).
- Agenda 5:
  - Continuing Education/Business & Industry Solutions initiatives: Tracy Brewer shared materials with the advisory committee members. She explained that Business & Industry delivers customized training on-site. She distributed flyers. If you have any questions or are in need of customized training, please contact Tracy at [brewer@ntc.edu](mailto:brewer@ntc.edu).
  - Zach Popp is the Director of Adult Recruitment at NTC. He briefly explained his role at the college, including helping connect adult students to our program offerings. By working with employers, he can assist in building their workforce internally. His goal is to assist those who could benefit from receiving further education by guiding them in their program exploration, including assisting them navigate the program selection, admissions process, matriculation and enrollment. Because he is mobile, he will visit an organization to speak with employees interested in pursuing additional, traditional credentialing. He encourages those interested in continuing education or customized training to work with the Center for Business and Industry Team. For more information, please contact Zach at [popp@ntc.edu](mailto:popp@ntc.edu).
  - Recruitment efforts
    - Advisory Committee members: Chris thanked everyone present for their continued support of the Business Technologies programs. He reiterated the importance of a diverse group and encouraged members to reach out to colleagues and/or associates whom they believe would be a good fit for the advisory committee. Chris is happy to discuss the finer roles/responsibilities and time commitment/demand of advisory committee membership with anyone interested. For more information or to share contact information of a potential candidate, please contact Chris at [seversonc@ntc.edu](mailto:seversonc@ntc.edu) or Jessica at [benton@ntc.edu](mailto:benton@ntc.edu).
- Agenda 6: Next meeting will take place April 4, 2018; 12:00 PM.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: 11/16/2017

Program Name: HCBS/Medical Coding

### **Attendees**

#### **Industry Members**

- Tammy Buchberger (North Central Health Care), Carol Rich (North Central Health Care), Sheri Knutson (Aspirus), Beth Radtke (UMR), Tish DeYoung (UMR), Jennifer Underwood (Aspirus), Patti Schlapman (Aspirus - via phone conference)

#### **NTC Staff:**

- Donna Wesenick (HCBS/MC faculty), Sara Nickel (HCBS/MC faculty), Tracy Bliese (Administrative Assistant, VC), Craig Bernstein (CBI Business Development Manager), Amy Dennisen (VC Academic Advisor), Chris Severson (Dean, SoBCS), Brandy Breuckman (Dean, VC)

#### **Other**

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### **Summary—Include a brief statement(s) of topics and action items**

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:

- PASS Initiative: NTC's new initiative to increase student retention, completion and graduation was shared with the advisory committee. Factors relating to timely program completion include: student takes time off, high credit load, course completion, student change in major, taking additional courses above program requirements, and course transfer problems.
  - HCBS Program Changes
    - Replace Word 2016 Level 1 (10103243) and Excel 2016 Level 1 (10103242) with Digital Literacy (10501107): The Digital Literacy course is currently associated with the Health Navigator program. It will give learners exposure to competencies associated with Word 2016 Level 1 and Excel 2016 Level 1 through a health care industry lens.
    - Revision of general education credits: Faculty recommended eliminating Economics (10809195) from curriculum. They have also moved Oral/Interpersonal Communication (10801196) from first semester to third semester. The faculty have reduced the credit load for the first semester to improve learner retention/persistence.
    - **The advisory committee members fully endorses the changes recommended by the faculty.**
  - Medical Coding Program Changes
    - Replace Word 2016 Level 1 (10103243) and Excel 2016 Level 1 (10103242) with Digital Literacy (10501107): The Digital Literacy course is currently associated with the Health Navigator program. It will give learners exposure to competencies associated with Word 2016 Level 1 and Excel 2016 Level 1 through a health care industry lens.
    - Term course changes and realignment: Courses were reassigned based on the PASS initiative to ensure student persistence.
    - **The advisory committee members fully endorses the changes recommended by the faculty.**
- Virtual College update: Virtual College is a fully online program alternative with an academic advisor associated with the student from application and acceptance into the program through graduation. Virtual College is the most flexible program modality/delivery. As of Fall 2017, the HCBS/Medical Coding programming is 100% Virtual College. HCBS has approximately 40 students, Medical Coding has 55. Spring applicants are for both HCBS/MC is 25. This is the early stages for enrollments for the spring 2018 term.
- LMS update – Blackboard to Canvas: NTC is moving from Blackboard to Canvas. Canvas is more intuitive for students/staff/faculty. All virtual college courses launched fall 2017 in Canvas. All NTC courses will be offered through Canvas in Fall 2018.
- HCBS TSA – eportfolio update: This will be introduced during the VC orientation process via the academic advisor. Additionally, students will be informed about this capstone activity in the first semester in the Fundamentals of Health Insurance course starting with the Spring 2018 semester. This will allow the students to begin collecting artifacts/evidence that they will use to populate their eportfolio.
- Medical Coding TSA update: This provides evidence that students have met their program outcomes. The program uses a mock certification exam modeled after the AHIMA Certified Coding Associate (CCA) exam. Program students continue perform at a higher rate (100% success) than the AHIMA CCA pass rate (60%, based on 2015 AHIMA results).

- Agenda 4:
  - Industry Trends: Both Aspirus and NCHC reported they didn't receive NTC applicants for recent position postings. The role of the medical coder continues to evolve, with positions diversifying throughout the organization. Area partners foresee need for hiring as incumbent workforce retires. Advisory committees were reminded of the value of TechConnect when posting employment opportunities.
  - Continuing Education/Business & Industry Solutions initiatives: Craig asked whether there would be a market for a 3-4 hour continuing education seminar to give employees the skills to transition to at-home/telecommuting (time management skills, self-motivation skills). The advisory committee members felt there would be value in offering this sort of seminar. He explained the services provided by Business & Industry to deliver customized training onsite to the incumbent workforce. Craig also shared the number of opportunities available.
  - Recruitment efforts
    - Advisory committee members: Current advisory committee members were encouraged to discuss opportunities to serve on NTC advisory committees with coworkers and professional contacts. Information on advisory committee membership was included in the meeting packets and can be shared with potential interested parties.
- Agenda 5: The next advisory committee meeting will be scheduled April 12, 2018; 7:30 AM.

## ***SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET***

*Meeting Date:* November 17, 2017

*Program Name:* Geriatric Program

### ***Attendees***

#### ***Industry Members***

- Margie Hackbarth, Service Line Admin at Aspirus Healthy Aging & Advisory Chair
- Dr. Mike Malone, Medical Director & Geriatrician at Aurora Senior Services
- Leslie Ross, Member Support Manager at Inclusa
- Toni Schmitt, HELP Manager at Good News Project

#### ***NTC Staff:***

- Sara Bartelt, Academic Advisor
- Ann Bauch, CNA Faculty
- Janet Baumann, Interim Associate Dean of Health
- Lori Baumgart, Administrative Assistant
- Craig Bernstein, Business Development Manager
- Tammy Gorski, Human Services Faculty
- Laura Hoffmeister, CNA Program Director
- Stacy Kunz, Administrative Assistant
- Silvia Tzinoglou, CNA Faculty
- Candy Weinzinger, Geriatric Program Director

#### ***Other***

- Brenda Buffington, Geriatric Program Student

### ***Summary—Include a brief statement(s) of topics and action items***

- Janet Baumann is the newly appointed Interim Associate Dean of the School of Health Sciences at Northcentral Technical College (NTC). Marlene Roberts is the new interim Dean of Health Sciences.

- NTC is adopting a new learning management system (LMS) called Canvas. This is a cloud based system and is more accessible from mobile devices. Faculty are currently transitioning their courses from Blackboard and all programs should be transitioned by summer and fall semesters of 2018.
- NTC's admissions team is looking at reducing barriers for entry into many NTC programs. This is being looked at a program by program basis with the goal of making it easier for students to apply and be admitted into a program while still making sure they meet standards to be successful.
- There is a state-wide push to look at the number of credits in each program with the goal of reducing the number of credits to 60-64 credits for an Associate's Degree. This is based on the average Baccalaureate program being about 120 credits.
- Aspirus Healthy Aging is gearing up for the Medicare Advantage plan so will need more staffing in the insurance area to meet the needs of the plan. Certified Nursing Assistant (CNA) staffing has been a challenge at their facility.
- Aspirus and Marshfield clinic using social workers to improve advanced care planning. They are able to help witness and facilitate advanced cared documentation. Social worker roles are expanding to support this and chaplains are able to help in this area as well.
- The State was looking at taking away formal education requirements for AODA (Alcohol and Other Drug Abuse) counselors. The State was considering these changes to get more bodies into the roles. NTC strongly felt that an Associate's Degree is a necessity for these positions. The law ended up not going through and an Associate's Degree is still required.
- In the state of Wisconsin, and perhaps nationally, there is a concern in caring for older patients with multiple comorbid illnesses, for example, a patient with heart failure in the context of diabetes and a cognitive impairment. Experts in the field are working to coordinate care for people with advanced illnesses or advanced stages of illness. Thirty years ago, these people may have died, but now there are amazing interventions that can be made that change the survival curve. In these cases, it is important to address patient goals and preferences to navigate which direction to go.
- Other challenges that advisory members mentioned were medication management, shorter hospital stays and transitional care, and a shortage of geriatrics care experts.
- Inclusa is piloting a new Transitional Care Nurse position in LaCrosse. This nurse will get involved immediately when one of their members is admitted to the hospital. The nurse will follow the patient through transitions from the hospital, to other facilities, to home to help everything go smoothly. They will assisting in reconciling medication as well as making sure the home is safe. So far, the pilot is going well.
- The Gerontology Associate's Degree includes There are 21 Human Services credits, 18 Geriatric Health credits, and 21 general education credits. They have had some curriculum changes that she would like to share with the advisory members. They added a Counseling Theory and Tactics course (10-520-119) and a Basics of APA Style Writing course (10-801-125). They removed a course called Think Critically and Creatively (10-809-103)
- After much discussion the committee members concluded that they would rather keep Developmental Psychology in the Associate's Degree curriculum and did not feel that Intro to Psychology was necessary. The final decision that the advisory supported was to remove Intro to Psychology, remove the Counseling Theory and Tactics course, and add the Think Critically and Creatively course.
- Candy Weininger, Geriatrics Program Director has been working with Craig Stancher in Marketing at NTC to work on the Associate's Degree flyer and adding more geriatrics related language so that it can be easily accessed from search engines by individuals looking for Geriatric Education.

- Advisory members discussed the fact that a challenge with geriatric education is that even with the best courses and best teachers, it is difficult to get people enrolled into the classes and programs. This will be added to the agenda to be discussed at the next advisory meeting.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: 11/29/2017

Program Name: Business Mgmt./Leadership Dev.

### **Attendees**

#### **Industry Members**

- Lori Premeau (Peoples State Bank), Jennifer Cassell (Peoples State Bank), Tish DeYoung (UMR), Molly Diers (Aspirus), Derek Boyd (M3 Insurance), Barb Tushoski (Church Mutual Insurance – via conference call), Julie Berndt (Johnson Electric Coil), Lisa Westphal (Westphal Staffing)

#### **NTC Staff:**

- John Burgess (Leadership Development faculty), Dick Chartier (Leadership Development faculty), Craig Bernstein (Business Development Manager), Kimberly Reed (IT/Business Management faculty), Zach Popp (Director of Adult Recruitment), Jim Ortiz (Academic Advisor), Jamie Chavez (IT faculty), Brandy Breuckman (Dean, VC), Chris Severson (Dean, SoBCS)

#### **Other**

- 

### **Summary—Include a brief statement(s) of topics and action items**

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3:
  - PASS Initiative: NTC's new initiative to increase student retention, completion and graduation was shared with the advisory committee. Factors relating to timely program completion include: student takes time off, high credit load, course completion, student change in major, taking additional courses above program requirements, and course transfer problems. **After reviewing all programs, the advisory committee fully endorsed all proposed curriculum changes to IT-Business Analyst, Leadership Development, Business Management and Small Business Entrepreneurship.**
- Agenda 4:
  - Continuing Education/Business & Industry Solutions initiatives: NTC's Continuing Education team is always looking for great workshops, seminars, and professional training opportunities to bring to central Wisconsin. If you have an idea for an event or are interested in bringing continuing education opportunities to the area, contact Craig Bernstein at [bernstein@ntc.edu](mailto:bernstein@ntc.edu). NTC's Business & Industry Solutions team delivers customized training to the incumbent workforce. Topics include time management, conflict resolution, customer service skills, and leadership development. There are Workforce Training Grants available to help defray the cost of training. If you're interested in bringing training on-site, please contact Craig Bernstein at [bernstein@ntc.edu](mailto:bernstein@ntc.edu).
  - Zach Popp explained his role as the Director of Adult Recruitment. It's his role to connect with individuals and organizations to help identify credentialing opportunities. He will come on-site to

discuss how to best navigate the enrollment and academic experience. For more information, or to schedule a meeting with Zach, please contact him at [popp@ntc.edu](mailto:popp@ntc.edu)

- Agenda 5: The next advisory committee meeting is scheduled for February 28, 2018, 12:00 PM.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: 12/5/17

Program Name: Risk Management and Insurance

### **Attendees**

#### **Industry Members**

- Kevin DeMeyer (River Valley Insurance), Tony Wilke (Little Black Mutual Insurance Company), Leon Woller (RMIC), Laurie Peterson (RMIC – via conference call), Steve Clements (Clements Insurance Agency), Kevin Malovrh (Advantage Insurance Services), Jesse Maas (M3 Insurance)

#### **NTC Staff:**

- Donna Wesenick (Medical Coding/HCBS faculty), Ellen Anderson (VC Academic Advisor), Tracy Brewer (Business Development Manager), Brandy Breuckman (Dean, VC), Chris Severson (Dean, SoBCS)

#### **Other**

- 

### **Summary—Include a brief statement(s) of topics and action items**

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: Minutes approved as is.
- Agenda 3
  - PASS Initiative: NTC's new initiative to increase student retention, completion and graduation was shared with the advisory committee. Factors relating to timely program completion include: student takes time off, high credit load, course completion, student change in major, taking additional courses above program requirements, and course transfer problems.
- Agenda 4
  - Industry Trends: Many present shared their challenges with finding and placing qualified individuals within their organization. This has been a difficult year for insurance, the effects will eventually reach the local markets. Some shared national mutual were merging.
  - Future of Risk Management & Insurance technical diploma: Brandy shared that there has been a real lack of interest in the associate degree program. The program was reduced to a technical diploma and moved the program fully online in hopes to provide flexible learning opportunities for potential learners. It sounds like there's a need based on advisory committee feedback regarding applicant deficit. However, there isn't the enrollments to warrant keeping the program active. According to the WTCS, the program could be suspended up to three years. After extensive discussion, it was determined that the need for employees exceeds the ability to wait until a candidate has completed a technical college credential. It was suggested that the core insurance classes be pulled together into an advanced certificate, whereby academic advisors could guide students to explore the insurance field through course content, enhancing their total academic portfolio/credential. **The advisory committee endorses NTC suspending the Risk Management and Insurance technical diploma.**
  - Continuing Education/Business & Industry Solutions initiatives: Tracy shared information regarding the services Business & Industry delivers to employers. For more information on how Business & Industry or Continuing Education could best serve your needs, please contact Tracy at [brewer@ntc.edu](mailto:brewer@ntc.edu).



- Members of the Risk Management and Insurance advisory committee were encouraged to consider participating on other Business- related advisory committees such as the Business Management/Leadership Development or Marketing committees. For more information, please contact Jessica at [benton@ntc.edu](mailto:benton@ntc.edu).



Board of Trustees Meetings/Upcoming Events - 2017-2018

Date	Event	Douglas Faragher	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
<b>2017</b>										
<b>July 10</b>	<b>Annual Organizational Meeting (Wausau)</b>	X	X	E	X	X	X	X	X	X
July 13-15	WTC District Board Assn. Summer Meeting (Kenosha)									
<b>Aug 8</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	E	X	E	X	X	X	X	X	X
Sept 13	A Day for NTC Students (Medford)					X				
<b>Sept 19</b>	<b>Regular NTC Board of Trustees Meeting (Wausau Campus)</b>	X	E	X	X	X	X	X	X	X
Sept 25-28	ACCT Leadership Congress (Las Vegas, NV)						X			X
Sept 27	A Day for NTC Students (Antigo)									
<b>Oct 24</b>	<b>Tactical Safety Range Ribbon Cutting (Merrill) NTC Board &amp; NTC Foundation Joint Lunch (Merrill) Regular NTC Board of Trustees Meeting (Merrill)</b>	X	X	X	X	E	X	E	X	X
Nov 1-4	WTC District Board Assn. (Waukesha)						X			X
Nov 9	NTC Foundation Regular Meeting (4:00 – 5:30)									
Nov 16	Scholars & Donors Reception (3:30 – 5:30)									
<b>Dec 5</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>	X	X	X	E	E	X	X	X	X
Dec 16	Mid-Winter Commencement (Grand Theatre)		X	X			X	X	X	
<b>2018</b>										
<b>Jan 9</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
<b>Feb 6</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
Feb 11-14	ACCT National Legislative Summit (TBD)									
<b>Mar 6</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
Mar 7	NTC Foundation Regular Meeting (4:00 – 5:30)									
<b>Apr 3</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
Apr 26	Scholars & Donors Reception (3:30 – 5:30)									
<b>May 1</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
May 10	A Day for NTC Students (Wausau)									
May 19	Commencement (Wausau West Fieldhouse (9:00 – 12:00))									
<b>June 12</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									
June 14	NTC Foundation Regular Meeting (4:00 – 5:30)									
<b>July 9</b>	<b>Regular NTC Board of Trustees Meeting (Wausau)</b>									

Updated: 1/2/18





# LEARNING CONNECTIONS

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## UW-MADISON RESEARCHERS PARTNERING WITH COLLEAGUES AT

# Northcentral Technical College to spark STEM interest in rural Wisconsin

When Darren Ackley is traveling around north-central Wisconsin and learning about the needs of the many manufacturing companies in the region, he often hears how these businesses are desperate for skilled employees knowledgeable in the fields of science, technology, engineering and math (STEM).

“Our district is very large and very rural,” says Ackley, the vice president for learning at Northcentral Technical College, which features a main campus in Wausau, and regional campuses in Antigo, Medford, Merrill, Phillips, Spencer and Wittenberg. “I’ve had numerous conversations about how difficult it is for these companies to find engineers. It’s not easy finding people today who are looking for the ‘rural life.’”

Thinking outside the box, Ackley and colleagues from Northcentral Technical College partnered with area school districts and community-based organizations, the Science Museum of Minnesota and a team of researchers from the University of Wisconsin-Madison on an initiative that’s designed to spark interest in STEM learning and help the region “grow its own” STEM workforce.

The project is called Exploring Making through Mobile Emerging Technology. It will utilize a mobile trailer with highly technical equipment that can be driven to communities across north-central Wisconsin. The initiative will also train 32 “Maker Mentors” from local high schools and technical college classrooms to staff the trailer and deliver STEM making and computer programming curriculum to rural communities with limited access to this type of opportunity.

The project is backed by a \$1.1 million grant from the National Science Foundation, marking the first time Northcentral has been the lead institution on an NSF award. Michael Hladilek, a faculty member with Northcentral’s School of Advanced Technology and Engineering, is the principal investigator on the grant.

**“THIS IS AN OUTSTANDING OPPORTUNITY TO BREAK OUT OF THE ACADEMIC BUBBLE AND WORK ON BUILDING IMPORTANT RELATIONSHIPS WITH EDUCATORS AND COMMUNITIES AROUND WISCONSIN.”**

— Michael Dando

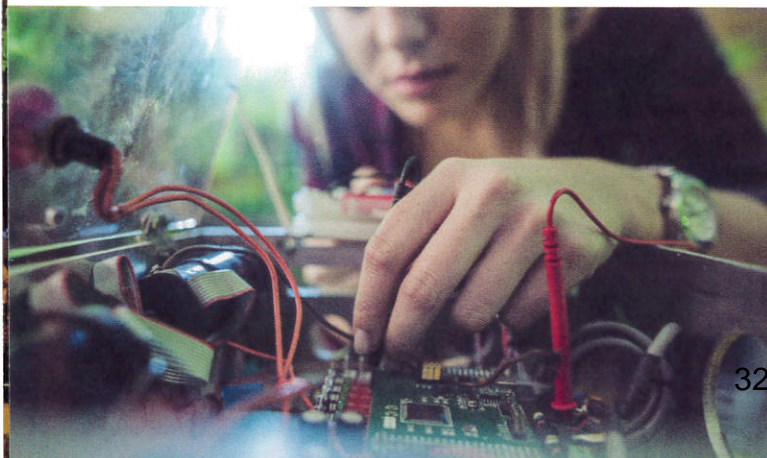
“This is the Wisconsin Idea in action,” says UW-Madison’s Erica Halverson, an associate professor with the Department of Curriculum and Instruction who worked closely with the Northcentral team to secure the NSF funding. “We are incredibly excited to be working with so many partners across north-central Wisconsin in an effort to engage with young people and see if we can find new and innovative ways to spark learning and interest in STEM fields.”

The vehicle delivering the STEM training is being dubbed the mobile emerging technologies trailer. It will feature 3-D printers, laptops equipped with 3-D design software, various microcontrollers, a computer controlled laser engraver/cutter, and additional fabrication equipment.

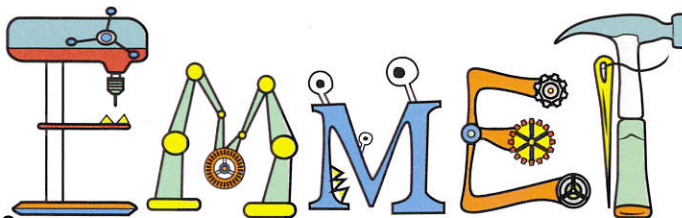
The trailer can accommodate up to 12 participants at a time and brings the technology and instruction to targeted audiences for a range of activities. Local high school partners from four districts will work with Northcentral Technical College to align formal with informal learning activities.

In addition to Halverson, the team of researchers involved with the project from UW-Madison includes: Annalee Good, a researcher at the Wisconsin Center for Education Research (WCER) and co-director of the Wisconsin Evaluation Collaborative; and Michael Dando, a postdoctoral research fellow with WCER, which is housed within the School of Education. This group is leading the research side of the project and will be evaluating the initiative in an effort to understand what people are getting out of their experiences with the mobile emerging technologies trailer.

“This is an outstanding opportunity to break out of the academic bubble and work on building important relationships with educators and communities around Wisconsin,” says Dando, who earned his Ph.D. this past spring from UW-Madison’s School of Education.



32/60





## Teaching students financial literacy



By WSAW Staff | Posted: Tue 10:13 PM, Nov 28, 2017 | Updated: Wed 2:50 PM, Nov 29, 2017

**WAUSAU, Wis. (WSAW)** -- Local students are getting a taste of how global economics works. It's thanks to the Business World 'Mini' Educational Program held Tuesday in Wausau.

The Wisconsin Manufacturers and Commerce Foundation put the event together, to help show students the importance of free-market enterprise.



Kari Hofer of the WMC Foundation said, "We have a workforce shortage here in the state. We want to make sure we keep our smart students here in the state in our workforce."

Sarah Labord, a senior at Stratford High School, said, "This is experience is kind of getting to put my foot out there again and it's been great because I get so much more experience with them and I love it."

Participants from Athens, Edgar and Stratford School Districts took part in the event at Northcentral Technical College.

### This Week's Circulars



Hover for Circular



Hover for Circular



Hover for Circular

## NTC and UIU sign Virtual College Alliance, celebrate 25 years of partnership

Northcentral Technical College (NTC) and Upper Iowa University (UIU) are proud to announce the signing of a Virtual College Alliance, which provides flexible learning options for students to complete two- and four-year degrees. The alliance creates a seamless path for adult learners to complete their degrees online with the support of dedicated advisors at NTC and UIU.

“We are proud to partner with Upper Iowa University and make higher education more accessible through NTC’s Virtual College,” said Dr. Lori Weyers, President of NTC. “These flexible options allow students to continue working while pursuing their education, which helps to keep our economy strong.”

UIU will also offer a 20% tuition rate scholarship to NTC Virtual College students entering NTC’s Virtual College through UIU with a cumulative GPA of 3.0.

“As part of this alliance, NTC students will receive support from the knowledgeable, caring staff of both NTC and UIU,” said UIU President William R. Duffy. “This unwavering commitment to accessible higher education and lifelong learning ensures that current and future NTC and UIU students are provided with the skills they need to be successful in the classroom, career and life.”

The signing took place during the 25 year anniversary celebration of UIU’s Wausau Center, which is located at NTC’s Wausau campus.



Nov 29

2017

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## Young adults, teens show increasing interest in agriculture careers



Agricultural programs in high demand as more youth show interest in farming

Programs designed to promote agriculture careers to teens

By Kevin Carr | Posted: Thu 5:08 PM, Nov 30, 2017 | Updated: Thu 6:27 PM, Nov 30, 2017

**WAUSAU, Wis. (WSAW)** -- Two school programs in central Wisconsin are helping young adults get into an agricultural field, and they're growing in popularity.

At Wausau East High School, 170 teens in the local FFA club have ambitions to pursue a career in the agricultural field.



Senior Jenna Breitenfeldt is among that number.

"I personally have a passion for agriculture," Breitenfeldt said. "I really think it's important, so many jobs are related to agriculture."

"We find their interests, and get them involved in things for those future careers," FFA instructor Joe Staszak explained.

It's not just those young minds looking to farming for a potential career. At Northcentral Technical College's Agricultural Center for Excellence, construction is underway to expand the facility to accommodate the growing demand for younger adults who are looking to join the field.

"There's several different programs here like crop management, we do agribusiness, we do dairy science, and vet tech right here at this facility," NTC Associate Vice President of Facilities Rob Elliot explained.

Elliot said it's not just farming that draws the students.

"What we're doing now is introducing the food operation side into it with the farm to table," Elliot said. "So we grow a product at the farm, that we actually take into the culinary program, and use that with the students."

Those students are also learning that farming is getting easier than it used to be with new technology, like a robotic milker.

"They'll (cows) come in there on their own, they'll get milked and go back out into the stalls," Elliot explained. "You don't have to manually do that. You come in, check on the robot and make sure it's working properly, you can go out and do other things. Like raise your crops and tend to your calves."

The Dean of the School of Agricultural Service at NTC tells NewsChannel 7 agriculture jobs are listed among the 50 high demand positions in Wisconsin. She says several of those jobs also pay well, adding another incentive to consider the agriculture field.



### Phillips, Price County Review

# Connected Aging Communities events scheduled for Park Falls, Phillips

Area students are part- nering up with the Price County Connected Aging Communities Coalition to teach local senior citizens the basics of the internet at two events coming up in December.

At these "Learn-to-Connect" sessions, attendees can learn how to connect to the internet, navigate common websites, and use internet tools like tablets, smartphones, and laptops.

The first event is slated for 8:30-10:00 a.m. on Tuesday, Dec. 5 at the Phillips High School, and another will take place 8:30-10:00 a.m. on Friday, Dec. 5 at Chequamegon High School. Students from the Phillips High School Student Council and the Chequamegon High School National Honor Society will be on hand at their respective schools to offer guidance and answer questions. Local professionals will also be present to facilitate both events.

those interested in attending may bring their own tablet, smartphone, or laptop if they choose. Refreshments and snacks will also be provided.

The Price County Connecting Aging Communities Coalition consists of several local and state organizations — including Flambeau Hospital, Marshfield Clinic, Price County Health and Human Services, Price County Telephone Company

(PCTC), the University of Wisconsin Extension, and Northcentral Technical College — with the goal of utilizing broadband and technology solutions to help the aging community maintain independence longer.

For more information please call Thomas Kaster at 715-762-7518 or send an email to kaster.thomas@marshfieldclinic.org.

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DONALD WATSON/THE STAR NEWS

Students in the technology education classes check over the plans for an educational barn being built at the Medford Area Senior High School campus. The barn will provide temporary housing for animals as well as classroom space for the agriculture program. It is being built by Meyer Buildings with the involvement of the technology education classes.

## County to invest in tower upgrade

### Work will allow T-Mobile to lease space on the county tower in Medford

BY BRIAN WILSON  
NEWS EDITOR

Taylor County is hoping to spend money to make money.

Members of a joint county executive and buildings and grounds committee meeting on Tuesday approved moving ahead with plans to modify the existing communication tower by the education center to allow an additional cellphone carrier to lease space on the tower.

As part of a deal with [Northcentral Technical College](#), the county took over a tower by the campus and hired a firm to build a new tower at the same location

and tear down the existing tower. The work was completed in 2016.

According to Shane Begley of Begley Wireless of Gordon, who manages the tower on the county's behalf, the tower was built with a structural design flaw. The contractor did not follow the specifications when laying the foundation for the tower so it reduced the maximum load the tower could handle. In return, the county received a \$123,000 reduction in the cost of the construction.

Since the tower has been completed the cellphone providers have moved onto it with each paying about \$2,100 per month. The county receives about \$75,000 a year total in cell tower revenues. This money has been used to pay off the cost of the construction of the current tower. According to county finance director Larry Brandl, there is about a \$40,000 surplus in the tower account at

this time.

According to buildings and grounds supervisor Jeff Ludwig, the county was approached by T-Mobile wanting to put a receiver on the tower. Ludwig noted that the sooner the county can get this carrier on the tower, the sooner they can start generating revenue.

However, according to Begley the tower will need major upgrades to handle the additional weight. This includes beefing up the foundation and steel work. Begley said while the work is being prompted by T-Mobile approaching the county, if any of the other existing providers on the tower wanted to upgrade their equipment to larger or heavier components, the same sort of work would be needed to keep the tower operational.

The major cost of the upgrade will be to pour an additional 34 foot by 34 foot,

See **COUNTY** on page 3





BRIAN WILSON/THE STAR NEWS  
Taylor County supervisors are hoping that upgrades to the cellphone tower near the education center will pay off through increased rental fees from national carriers.



# County to proceed with Medford tower upgrade

Continued from page 1

one foot thick concrete slab over the existing six foot thick slab.  
"You get one shot at the foundation," Begley said. He estimated the upper limit on county costs in the project to be about \$172,000. This includes a 20 percent contingency as well as adding \$20,000 to the cost of the project if the work is done over the winter months.

"At that point we would be maxxed out on the tower," Begley said of the ability to expand it further. However, he did not see that as a major concern unless another major carrier came into the market, something he did not see happening. "I don't know that you will ever see a fifth tenant on there," Begley said.

"Would it be better to build another tower?" asked committee member Dan Makovsky.

"It is a crashshoot at this point," said committee member Chuck Zenger. According to Begley, T-Mobile has been pushing into the regional market taking advantage of the newly opened 600 MHz range which travels farther and allows towers to be placed farther apart.

Begley said if an additional tower was built he would advise it to be a monopole style — basically similar to a large flagpole. Such a tower located near the existing one would cost about \$265,000 to complete. This is nearly \$100,000 more than upgrading the existing tower.

"The worst case scenario is still less than two years of recouping the money put into it," Ludwig said, citing the increased rental fees. In addition, T-Mobile and the county are currently negotiating over what the cell provider will contribute to the upgrade project. "T-Mobile will be contributing something to it," Ludwig said. Begley guessed that there would be a 50/50 chance of needing the contingency money on the project.

"He is really covering his butt," Ludwig said of Begley's conservative cost estimates. "We are pulling in money as we

sit here on this tower," Ludwig said. The upgrade will not change the projected lifespan of the tower and Begley noted that any structural upgrades in the future would be entirely at the cost of the providers renting space on the tower.

Makovsky said he saw reinforcing the existing tower as the lesser of two evils and in the end joined with the other committee members in agreeing to contract with Begley Wireless to move ahead with the design and construction of the project.



BRIAN WILSON/THE STAR NEWS  
Diane Albrecht and Dan Makovsky of the Taylor County buildings and grounds committee listen to options about upgrades needed to the county-owned cellphone tower in Medford. The county collects about \$75,000 a year in rent on the tower and is being asked to spend up to \$170,000 to be able to add an additional national carrier.

## Learn about how you can help others during this season of caring

The community is invited to learn more about Neighbor-to-Neighbor of Taylor County, the projects that impact the community and how you can get involved.

Neighbor-to-Neighbor of Taylor County will hold an open house on Wednesday, Dec. 6 from 5:30 to 7:30 p.m. at The Sports Page. People are invited to stop in anytime during the open house. Pizza and soda will be provided.

Neighbor-to-Neighbor has helped more than 25 homeowners since 2011 and with your support is looking to reach more in 2018.

# Congratulations Dr. Michelle Wildberg

on 10 years with Wildberg Chiropractic

## Northcentral Technical College ranked No. 2 in U.S. online community colleges

Mark Treinen, USA TODAY NETWORK-Wisconsin Published 12:34 p.m. CT Dec. 1, 2017



(Photo: Jacob Byk/USA TODAY NETWORK - WI)

WAUSAU - Northcentral Technical College of Wausau is the second-highest ranked online community college in the United States and represents the best in Wisconsin, according to an Internet-based college rating service.

NTC scored a 96.9 (<https://www.bestvalueschools.com/online-community-colleges/>) on Best Value Schools' 100-point rating scale, according to the website.

RELATED: [Tech colleges add dorms, sports, other amenities](#) ([/story/news/education/2017/10/29/technical-colleges-turn-dorms-sports-and-mascots-engage-retain-students/728426001/](https://story/news/education/2017/10/29/technical-colleges-turn-dorms-sports-and-mascots-engage-retain-students/728426001/))

RELATED: [\\$22 million apartment complex going up near NTC](#) ([/story/news/2017/09/05/22-million-apartment-development-coming-wausaus-west-side/633964001/](https://story/news/2017/09/05/22-million-apartment-development-coming-wausaus-west-side/633964001/))

"Northcentral Tech has created a dedicated distance learning division known as "Virtual College," the evaluators at Best Value Schools wrote. "Members of Virtual College enjoy unprecedented flexibility in deciding when to begin class, how (and how quickly) to study, and even when to turn in assignments.

"This level of convenience might explain why more than 60 percent of NTC students return for a second year. Of course, it could also be due to the college's vast array of online programs, which includes unique degrees in Digital Marketing, Leadership Development, and Small Business Entrepreneurship."

STORY FROM ASCENSION WISCONSIN  
Tips to stay healthy this season

(<https://www.usatoday.com/pages/interactives/sponsor-story/Tips-to-stay-healthy-this-season-Wausau/>)

Best Value Schools first identified the highest-ranked school per state to create its top 50 list, which focused on colleges that offer two-year associate's degrees, diplomas and technical or vocational certificates. The organization said it "sorted through" 1,100 community colleges in the U.S. to develop its ranking.

To be included, the schools had to offer at least one degree or certificate entirely through distance, or virtual, education.

Factors in the overall rankings included total number and variety of online degree programs, student retention and graduation rates, and the total cost of in-state tuition and fees, according to Best Value Schools.

The website says that although it accepts money from colleges to be featured in its online promotions, it does not allow colleges to pay for placement in the rankings.

The No. 1 ranked school, which set the pace with a score of 100, was Wake Technical Community College in Raleigh, North Carolina.

Read or Share this story: <http://wdhne.ws/2njFoHV>

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**YOUTH OPTIMIST OF THE MONTH**

Rachel Rell has been chosen for the October Youth Optimist of the Month. Rachel was nominated by School Counselor Alexandra Libby, who states that, "Rachel is a positive, caring young adult who acts with compassion and empathy when working with others. She is incredibly motivated and involved in lots of different academic and extracurricular programs. Her

academic performance is amazing, the very top of the class, a large amount of AP courses and multiple dual credit courses. She is involved in many activities and also works as a bank teller. All of this is a lot to manage but she always seems to have it under control and not be too stressed about it." School activities that Rachel has been involved with include

Choir, Math League, Link Crew, Student Council, Tennis, Earth Club, Octagon Club, National Honor Society and student representative to MAPS Board of Education. Rachel is President for the National Honor Society, is a Class Officer, a Club Officer for Octagon, received a varsity letter for Tennis, has been named Athlete of the Week, Homecoming Queen and has received Highest Academic Honors all four years of high school. When not in school, Rachel volunteers at

St. Francis church as a music minister and also participates in the Youth Group. She is also involved with Girl Scouts, tutoring and the Branch Academy at NTC all while working as a bank teller, through Youth Apprenticeship, at Lincoln Community Bank. Following high school graduation, Rachel plans to attend the University of Notre Dame, Marquette University, or UW Madison for Marketing and Finance. She is the daughter of Kevin and Sandy Rell.



Rell



Dec 03 2017 Page A001 Clip resized 71%

Wausau Daily Herald



# NTC rated No. 2 in U.S. online community colleges

Mark Treinen Wausau Daily Herald  
USA TODAY NETWORK - WISCONSIN

WAUSAU — Northcentral Technical College of Wausau is the second-highest ranked online community college in the United States and represents the best in Wisconsin, according to an Internet-based college rating service.

NTC scored a 96.9 on Best Value Schools' 100-point rating scale, according to the website.

Northcentral Tech has created a dedicated distance learning division known as "Virtual College," the evaluators at Best Value Schools wrote. "Members of Virtual College enjoy unprecedented flexibility in deciding when to begin class, how (and how quickly) to

study, and even when to turn in assignments.

"This level of convenience might explain why more than 60 percent of NTC students return for a second year. Of course, it could also be due to the college's vast array of online programs, which includes unique degrees in Digital Marketing, Leadership Development, and Small Business Entrepreneurship."

Best Value Schools first identified the highest-ranked school per state to create its top 50 list, which focused on colleges that offer two-year associate's degrees, diplomas and technical or vocational certificates. The organization said it "sorted through" 1,100 community colleges in the U.S. to develop its ranking.

To be included, the schools had to offer at least one degree or certificate entirely through distance, or virtual, education.

Factors in the overall rankings included total number and variety of online degree programs, student retention and graduation rates, and the total cost of in-state tuition and fees, according to Best Value Schools.

The website says that although it accepts money from colleges to be featured in its online promotions, it does not allow colleges to pay for placement in the rankings.

The No. 1 ranked school, which set the pace with a score of 100, was Wake Technical Community College in Raleigh, North Carolina.

# Drury retiring after 32 years of service to city of Merrill

On Friday at 3 p.m., Battalion Chief Mike Drury will walk out the door of the Merrill Fire Station for the last time after a 32 year career with the City of Merrill. Drury started his career with the City of Merrill as a firefighter/EMT in March of 1986. To celebrate BC Drury's years



Mike Drury

of service to the community, the Merrill Fire Department will be conducting a Walk-out Ceremony at 2 p.m. Friday at the Fire Station, 110 Pier St., Merrill.

In a letter dated Nov. 6, Drury announced his retirement. "I have experienced the honor and privilege of serving the citizens in many ways to the citizens

of Merrill and the State of Wisconsin holding various roles and responsibilities.

- MFD Fire Inspection Division Head 2008-2013
- MFD Administrative/Training 2013-2017
- Merrill FF Charities Tree of Hope Co-Chair 1995-2017
- Northcentral Technical College (NTC) Fire Instructor
- WI State Fire Department Safety and Health Council, committee

- member 2000-2001
- WI State Deferred Compensation Board 2002-2010
- MDA involvement award for 25 years of dedication
- Member of International Association of Fire Fighters (IAFF)
- Local 847 Merrill Firefighter
- Central WI Firefighters Association
- Professional Fire Fighters of WI (PFFW)

See **DRURY** page 8





Dec 06

2017 Page 008

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From 001

Foto News

Page 8

**DRURY** from page 1

Several incidents over Drury's career in Merrill stick out in his memory.

"I was the Fire Department Incident Commander the night of the Tornado in Merrill," he said. "This incident will be with me for the rest of my life. The destruction is hard to describe and the resources that were needed to mitigate this incident was incredible. But the thing I will remember most is how this community rallied behind people and worked together to clean up and get people's lives and businesses back together."

Another memorable incident was a semi truck rollover on Hwy. 51.

"I was Incident Commander, when we pulled up there were com-

pressed bottles scattered all over the road, some were leaking and the driver was pinned in the cab. We had to get him out and then call the Haz Mat team from Wausau FD. The FD had Hwy. 51 shut down in both directions until it was cleaned up."

Then there was the Kamikaze Bar fire on West Main Street.

"The bar had multiple apartments above it and was attached on both sides by other buildings," Drury remembers. "This fire started in the attached garage and quickly ran up the walls of this old balloon frame construction. We were able to contain this fire to this building with very little damage to any other property."

And he's helped deliver three babies in his career. "One was delivered

on the living room floor, one was delivered on our ambulance cot in the ambulance entrance of the hospital, and the third was delivered in the hallway of a home. It is an incredible feeling knowing you were part of bringing a small human being into this world."

During his 32 years of service to the fire department Drury has witnessed and been a part of many changes within Merrill Fire Department and the community of Merrill. He has served under six mayors, two city administrators, five fire chiefs and with 58 different firefighters. When asked what his plans for the future were, Mike replied, he and his wife Sheila are looking forward to enjoying life to its fullest by spending more time with their children

and grandchild. "I was told a long time ago that 'you get out of things what you put into them,'" Mike added. "Over my 32 years I have poured my heart and soul into my profession. Now it's time to spend more time with family!"

"The fire department is highly regarded among our residents, businesses and neighboring communities thanks to Battalion Chief Drury's steadfast leadership," Chief Savone said. "We wish him the best of luck in retirement. Mike is a respected officer within the Fire Department and has given a lot to this community through his career and personal time while helping others," said Savone. "He will be truly missed."

**MERRILL FOTO NEWS**

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Dec 06

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WEDNESDAY, DECEMBER 6, 2017

# Sheriff's Office welcomes new patrol deputy

On Nov. 24, the Lincoln County Sheriff's Office welcomed the newest addition to the department in patrol deputy James Gabler.

Gabler joined the patrol bureau in September. He was born in Illinois but came north when his family moved to Merrill when he was six. James went to school in Merrill where he was very active in sports, participating in football, basketball, baseball, and was a member of the Octagon Club. He furthered his education at [NTC](#) where he graduated with advanced standing.

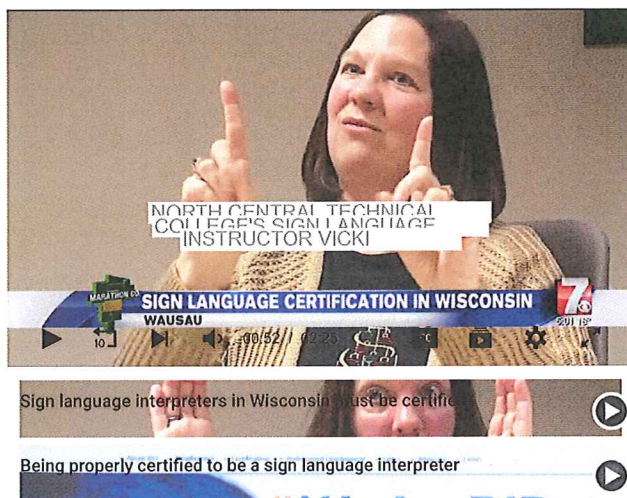
James is still in his field training but he is happy to find employment in his hometown as he wants to give back to the community he grew up in.

Sheriff Jeff Jaeger stated, "Once again we are lucky to have a local young man come back to his community and serve. We welcome James and hope he has a long successful career giving back to the community he grew up in."





## 'Gibberish' sign language interpreter incident highlights certification requirements in Wisconsin



By Kevin Carr | Posted: Thu 5:24 PM, Dec 07, 2017 | Updated: Thu 8:10 PM, Dec 07, 2017

**WAUSAU, Wis. (WSAW)** -- Those who are hearing impaired say a woman who provided sign language interpreter services for Tampa Police during a press conference last week gave gibberish instead. That incident is highlighting what it takes for interpreters to be certified in Wisconsin.

Northcentral Technical College's sign language instructor Vicki Shapiro tells NewsChannel 7 what happened at that Florida press conference is frustrating for the deaf community.



"It's serious because the information that they're getting from the interpreter is inaccurate," Shapiro said.

Shapiro sat down with NewsChannel 7 to watch the video of the press conference, commenting on 53-year-old Derlyn Roberts' signing gestures.

"Information, it should come out in a sentence. And she would sign, and it would come out kind of choppy. So it didn't make sense. It was not very smooth," Shapiro explained.

Shapiro says this type of confusion is easy to prevent if you know what to look for. In Wisconsin, Shapiro says interpreters need certification.

"It's the Registry for Interpreters of the Deaf," Shapiro said. Interpreters must have that RID certification to become interpreters in the community, and then they also have state licensures."

In Marathon County, Administrator Brad Karger says the county hires a single vendor who provides translator and interpreters that are certified. When their service is requested, they have to prove they're legitimate.

"All of our interpreters have identification, and they're from the provider. They're required to have it, they're required to show it so that they know who we are and why we're here," Karger explained.

Steps of precaution to make sure communication is easy to understand.



Dec 07

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Page A10

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PHOTO SUBMITTED

The Advanced EMT class will graduate from Phillips Northcentral Technical College on Dec. 14. Pictured are, front row from left, Emily Hamann, Nicole Kirsten, and Courtney Krawczyk; and back row from left, Tyler Grigsby, Colleen Hughes, Ann Olkari, Craig Distin, and instructor John Kaliska.

# NTC Advanced EMT class to graduate Dec. 14

The Phillips Northcentral Technical College (NTC) Advanced EMT class will graduate on Dec. 14.

Emergency Medical Technicians are trained to perform medical procedures, transport

patients, and provide pre-hospital care. The Advanced EMT (AEMT) program participates in clinical experiences beyond the EMT level.

EMTs provide emergency medical care to the sick or injured at

the scene and en route to the hospital. The program focuses on how to assess various emergency situations to determine what patient care is needed and to provide the necessary care.

If you are interested in an EMT or Advanced EMT technical diploma, please apply at [www.ntc.edu](http://www.ntc.edu) or call the NTC Phillips campus at 715-339-4555 for more information.





# Elderly man found dead at NTC's high school

**Haley BeMiller** Wausau Daily Herald  
USA TODAY NETWORK – WISCONSIN

WAUSAU – An 85-year-old man was found dead Friday morning near Northcentral Technical College's alternative high school, police said.

Police received a call at 9:20 a.m. Friday of the man's body laying outside the alternative high school. An investigation revealed that the man, who had dementia, walked to the area around midnight Thursday and repeatedly tried to enter the locked building.

The man lived nearby with his wife, police said, and it was not uncommon for him to walk from his home.

The investigation is ongoing, but no foul play is suspected, police said. Police did not release the man's name.

NTC spokeswoman Katie Felch said the school canceled classes at the alternative high school after learning of the incident.

Dec 09

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# Pointers, Northcentral Tech to hold winter commencement

Thursday, December 14, 2017 6:52 p.m. CST by Michael Leischner



Graduation Graphic (Photo Copyright Midwest Communications, Inc.).

WAUSAU, WI (WSAU) -- Two central Wisconsin colleges will hold their graduations on Saturday.

The University of Wisconsin- Stevens Point will add some 600 students to their alumni base during winter commencement at the Health Enrichment Center. Mathematician and UW Stevens Point alum Carlos Castillo-Chavez will give the address. The ceremony begins at 10AM.

Also at 10AM on Saturday Northcentral Technical College will graduate 450 students at the Grand Hall in Wausau. According to the school 184 students will graduate with the gold cord of distinction, and over 200 of those students already have a full-time job lined up in their field of study.

Additionally Mid State Technical College will hold its winter commencement on Thursday, December 21<sup>st</sup>.

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### NTC says more students graduating college with jobs

By Courtney Terlecki, Multimedia Journalist [CONNECT](#)  
Posted: Dec 14, 2017 9:28 PM CST

WAUSAU (WAOW) - Hundreds of area college students are employed before they even get their diploma at Northcentral Technical College. The Wausau campus said it's happening more often in the last few years.

"One of the things we strive to do at NTC is connect our students with the local workforce throughout their time here," said NTC director of student development Shawn Sullivan.

School leaders said 39 of the programs have 100 percent job placement.

Student Tanner Champine is one of the many who are graduating mid-December with a job lined up.

"I'll be working as a software developer at Sentry Insurance," said Champine. "It's always the goal, but I didn't expect to have a job."

Champine said it's surreal to be graduating after 2 1/2 years with a job in his field lined up.

Sullivan said the job placement rate benefits both the students and the area companies who say that they are in need of skilled workers.

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## AHS classrooms are transformed into Santa's Workshop

Antigo High school classrooms were transformed into Santa's Workshop for the holiday season, and the local Giving Tree was the beneficiary.

In recent days, the high school's advanced woodworking and art classes took a break from their normal projects decided to give back to the community.

Normally the woods classes work on Dual Credit requirements for the transcripted credit between the high school and [Northcentral Technical College](#). But over the last few weeks about 20 students gave up their normal routine to design and build toys using scraps and cut offs from the construction class house project. Scraps that would normally be discarded were re-purposed into cars, trucks, boats and planes.

"Students really got into this project," instructor Jordan Kratz said. "We talked about maybe knowing someone that didn't have the best Christmas when they were a child or maybe they themselves didn't get anything for Christmas when they were younger. This was their opportunity to make a difference and give a Christmas gift to child who

See Toys Page 7



Katie Clay, at lower right, of the Giving Tree was on hand to accept the toys constructed by Antigo High School advance woodworking students. Instructor Jordan Kratz is at far right.



Continued

# Toys

needed it.”

Students researched designs on the Internet and thought about toys they had when they were younger.

“We went through the full design process,” Kratz said. “Students started with sketches and ended up with a prototype of their toys. From there we talked about mass production and assembly line strategies.

“I joked with that the classroom was turning into Santa’s work shop, but that’s really what happened,” he continued. “Everyone had a job and they knew what they were doing. Some students were in charge of wheels, others were in charge of the body, and some were working on sanding and finishing.”

The class also reached out to students in Justin Markgraf’s art program, who jumped at the opportunity to get involved.

“They learned about the finishing process, and how to paint wooden toys,” Kratz said. “They then worked tirelessly on the toys to make this a success.”

The final step was donating the completed toys to the Giving Tree operated by Katie Clay. For years she has placed trees around the community with cards listing gifts designed to brighten the holidays for the less fortunate.

Clay was on hand to accept the completed toys and said she was impressed.

“This will really brighten the holidays for some of our recipients,” she said. “It was a wonderful project by the students.”

Dec  
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# MERRILL Foto News™



Posted by: [Foto News](#) , December 14, 2017

More students are employed before crossing the graduation stage at Northcentral Technical College (NTC), including IT – Software Developer student, Tanner Champine. It's no surprise that the 20-year-old will soon join the ranks of NTC alumni who have accepted job offers while finishing their final semester, since over 200 NTC graduates each year are employed before graduation.

As an active member of NTC's Computer Club, Champine attended an employer presentation meeting that the group hosted. It was there that Champine met leaders who worked for his future employer, Sentry Insurance.

"After the club meeting, I walked up to one of the general managers and introduced myself," said Champine. "I had a phone interview the next day, which led to an in-person interview where I was offered an internship."

Throughout his Associate Software Developer Internship at Sentry during the summer of 2017, Champine was paired with a mentor and collaborated with others to work on group projects. Champine said his classes at NTC prepared him for the work that he did during his internship and he was able to network with others in the company both in and outside of work.



“My internship was a great experience that I wouldn’t have had without NTC’s Computer Club.”

The D.C. Everest High School graduate is currently completing his final semester at NTC. During his time at the College, Champine also worked as a student work study in NTC’s Information Technology Entrepreneurial Center (iTEC) and as an Instructional Assistant for web design and development classes.

Following graduation, Champine will begin his full-time employment with Sentry as a Software Developer.

According to the latest Graduate Outcomes Report, 39 programs at NTC have 100 percent job placement. All of the IT – Software Developer Associate Degree graduates from the class of 2016 reported that they too were employed within one year after crossing NTC’s graduation stage.

‘I’ve been in school for two and a half years and I’ll be working for a couple of years before those who went to a four year,’ said Champine.

According to the same report, IT – Software Developer graduates surpass NTC’s average annual salary, earning up to \$52,000 upon entry-level employment.

As for Champine, he is focused on finishing the semester and earning his degree while wearing the gold chord of distinction, which signifies that a graduate has earned a 3.5 or higher grade point average.

“I’m super proud to be graduating from NTC,” said Champine. “If you want it to happen, NTC gives you the opportunity to make it happen.”

NTC’s fall commencement ceremony will take place at the Grand Theater in Wausau on Saturday, Dec. 16, at 10 a.m. Of the 450 students who will be earning a degree, 184 will have also earned the gold chord of distinction. For more information, visit [www.ntc.edu](http://www.ntc.edu).



# More students employed before graduation at NTC

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# Wausau school says its failing score is misleading

## Charter works with struggling students

Haley BeMiller Wausau Daily Herald  
USA TODAY NETWORK - WISCONSIN

WAUSAU — As a student at Wausau East High School, Bailey Eschmann was bullied to the point that she developed post-traumatic stress disorder.

Eschmann lost the ability to feel, she said, and didn't think anyone was on her side. But in December of her sophomore year, she transferred to the Enrich, Excel, Achieve Learning Academy, or EEA, and everything changed. She thrived in the Wausau charter school's unique learning environment and developed as a person.

Today, she's pursuing a neuroscience degree at Edgewood College in Madison.

"I wouldn't have probably finished high school or even gone to college," said Eschmann, who graduated from the academy in 2014. "I don't know at what point I would be in my life if I hadn't gone to EEA."

The charter program for struggling students was the only school within the Wausau School District to receive a failing grade on a state report card for 2016-2017.

But officials say that score is only one measure of effectiveness — and one that doesn't reflect the successes they see from students every day.

The school, housed at Wausau East, received a 50.9 out of a possible score of 100 on its recent report card from the state Department of Public Instruction, falling under the "fails to meet expectations" threshold. The report cards, released statewide last month, measure districts and individual schools on student achievement, growth, post-secondary readiness and how well they have closed achievement gaps between various demographic groups of students.

The EEA Learning Academy works with students who haven't succeeded in a traditional school setting. Principal Shannon Young said that could be someone who was bullied in a larger school — like Eschmann — or has an anxiety disorder. The school can also benefit those who struggle with homework, she said, as students do their work during the day and don't bring anything home.

Despite falling into DPI's bottom category, the charter school's score is an improvement upon its previous report card, which rated it at 39.9. More students last year tested as proficient in English and math, and the school saw major improvements in the post-secondary readiness category.

This is only the second batch of report cards to use scores from the Forward Exam, meaning report cards from before the 2015-2016 school year are not comparable.

Young said the scores are challenging for a smaller school like EEA, which has 80 students from sixth to 12th grades in its current class. Until a couple years ago, she said, the academy was too small to be measured at all and started getting report cards only after its junior class sizes increased.

However, the school would like

See EEA, Page 6A

Dec 15

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Page A001

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# EEA

Continued from Page 1A

continued growth and is taking steps in that direction, Young said. It's working to improve attendance, she said, and has implemented an ACT preparation class for juniors that could eventually be offered to sophomores.

It's important to help students understand how the ACT test material relates to what they learn in the classroom and show them why the exam is important, Young said.

"If I don't feel like the test means anything to me, and it's not going to do anything for me or get me anywhere, then I might not be as bought-in to how I approach it," she said.

The school is also attentive to students' social and emotional needs, Young said, noting that those who don't feel safe or that they belong will have a hard time learning.

But while Young views the report cards as an important piece of data, she said they don't convey the school's achievements. EEA requires students to pass classes with at least an 80 percent and measures progress through individualized growth goals, she said. She also noted that for the last couple years, the school has seen some of its juniors graduate a year early.

"We know that what we do here every day is important, and we know that it's not going to be shown on a report card," she said.

Part of that work is an emphasis on relationships with students, something GaoNou Yang, who graduated in 2012, experienced firsthand. Yang started at the school her senior year behind on credits.

But while she felt others had given up on her, she said, EEA was understanding and helped her develop a plan to graduate by the end of the year.

The school helped accommodate her schedule, which included caring for her daughter, said Yang, who is now studying accounting at Northcentral Technical College. She also never wanted for assistance from teachers when she needed it.

"I never had to wait for someone to be available," she said. "There was always someone available to help me."

For Young, ensuring students earn their credits and understand the material is important. But even more crucial, she said, is the kind of person to whom the school hands a diploma.

"Most of these kids are going to be kids that are going to make the Wausau area their home, so investing in them now is the right thing to do," she said.

## The rest of the district

With the exception of Franklin Elementary, which met few expectations, other schools in the Wausau School District either met (63-72.9) or exceeded (73-82.9) expectations on their state report cards. Here's a look at their individual scores:

- Franklin Elementary: 60.3
- GD Jones Elementary: 77.5
- Grant Elementary: 77.9
- Hawthorn Hills Elementary: 71
- Hewitt-Texas Elementary: 72.4
- John Marshall Elementary: 71.1
- Lincoln Elementary: 69.5
- Maine Elementary: 80.3
- Rib Mountain Elementary: 80.9
- Riverview Elementary: 64
- South Mountain Elementary: 78.8
- Stettin Elementary: 80.7
- Thomas Jefferson Elementary: 76.2
- Wausau Area Montessori Charter School: 64.6
- Horace Mann Middle School: 80.7
- John Muir Middle School: 79.3
- Wausau East High School: 65
- Wausau Engineering and Global Leadership Academy: 81
- Wausau West High School: 66.7



Dec  
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Ashland, The Daily Press

FROM CLIMATE CHANGE IN STATE

# New farming techniques may protect state's soil

GLEN MOBERG  
WPR NEWS

trying to stop the winds blowing from the west and tearing up the sandy soil and moving it east," Apps recalled.

Some scientists say climate change is bringing drought and dust storms back to the western states. In July, researchers at Princeton University and the National Oceanic and Atmospheric Administration's Geophysical Fluid Dynamics Laboratory published a report that predicts, "climate change will increase dust activity in the southern Great Plains from spring to fall in the late half of the 21st century."

But in Wisconsin, the warming climate is instead producing more frequent heavy rain, according to a 2011 report by the Wisconsin Initiative on Climate Change Impacts.

The study predicts, "soil erosion in Wisconsin could more than double by 2050 compared with the 1990s, as a result of predicted changes in hydro-climate."

Soil erosion is already a problem. According to the study, 31,574 tons of soil were estimated to have eroded from Wisconsin fields in 2003, amounting to an aver-

age for the entire state of more than 3 tons per acre.

The statistic alarms Don Radtke, farm operations manager, and Steve Krueger, crop science instructor at Northcentral Technical College's Agriculture Center for Excellence. No-till and cover crop farming techniques are being used to stop soil erosion.

our dirt down the Mississippi River and put it in the delta, because that's where it ends up," Radtke said he worries about the erosion caused when too much rain falls too quickly, regardless of the cause.

"When you have a 9 inch rain event in three hours, is that climate change or is that just the weather?" Radtke asked. "Once the soil is saturated, it's almost like falling on cement or blacktop, and improving top-

ing and improving top-



Shoots of winter wheat appear between rows of corn stubble and plant residue in a field at Northcentral Technical College's Agriculture Center for Excellence. No-till and cover crop farming techniques are being used to stop soil erosion.

GLEN MOBERG/WPR PHOTO

soil.

"If you've got a handful of soil, you've got 10 billion creatures living in it," Krueger said. "So if we can put something in the soil, some kind of a root structure to keep it there, it just makes my 10 billion animals a lot happier, because they're the ones that break down the nutrients and make them available for the plants to grow."

SEE FARMING, 5A



FROM 2A

## Farming: No-till, cover crop agriculture starting to catch on in state

To preserve root structure and stop erosion, the Agriculture Center is teaching the farmers of tomorrow about no-till and cover crop agriculture. With no-till farming, the soil isn't plowed between harvests from year to year. Instead farmers use special tools to plant seeds each year without disturbing soil ecosystems.

"You don't dig up the ground before you plant," Radtke said. "We have special planters that have a disc on the front that will open the soil, put the seed in place, and pack it in place without disturbing the rest of the soil."

In addition to no-till techniques, cover crops — usually planted after the fall harvest — also protect from erosion.

"When we take our corn off we usually put a cover crop of some type on just so there's something always growing in the soil. We try to plant winter wheat or winter rye that will survive over the winter," Radtke said.

On a demonstration field at the farm, even on a cold November day, tender green shoots of winter wheat could be seen poking up between the rows where corn had been harvested. The corn stalk stubble and plant residue remained in place.

Although only about 20 percent of the farms in Wisconsin use no-till and cover cropping techniques, the idea is beginning to catch on.

John Eron, who farms

800 acres in Portage County and leads the county's farm bureau, said the practices are saving him money.

"We want to keep as much nutrients in soil on the land, where it's at. Obviously as a farmer we don't want to see runoff and see fertilizer that we've spent money to apply ... leave our property," Eron said. "We're not digging up the soil in fall and we're not digging it up in spring."

Krueger believes that like the windbreaks that followed the dust bowl years, new planting and harvesting techniques can keep soil in place even if Wisconsin is heading toward a wetter climate.

"When we look back

to the great dust bowls you'll see a lot of pine tree rows to try to keep the soil down," Krueger said. "What we're doing with this whole process is we're putting something on top of the soil to make sure it doesn't move."

Krueger said that makes sense regardless of what the future holds. "I can't control climate change, but we can control erosion just through our farming practices," he said.

*This story is part of a yearlong reporting project at WPR called State of Change: Water, Food, and the Future of Wisconsin. Find stories on Morning Edition, All Things Considered, The Ideas Network and online.*

## Many NTC students, including Everest grad, land jobs before graduation

Northcentral Technical College Published 10:01 a.m. CT Dec. 18, 2017

*"If you want it to happen, NTC gives you the opportunity to make it happen."*



*(Photo: Courtesy of Northcentral Technical College)*

WAUSAU - More than 200 Northcentral Technical College graduates find employment before graduation each year. IT-software developer student Tanner Champine, 20, joined those ranks when he accepted a job offer from Sentry Insurance during his final semester at NTC.

Champine is a D.C. Everest Senior High graduate and an active member of NTC's Computer Club. An employer presentation meeting that the group hosted opened doors for him at Sentry Insurance.

"After the club meeting, I walked up to one of the general managers and introduced myself," Champine said. "I had a phone interview the next day, which led to an in-person interview where I was offered an internship."

**RELATED:** [NTC students win design competition during Harley-Davidson of Wausau's Ride for MDA](#) (/story/news/local/2017/09/05/ntc-students-win-design-competition-during-harley-davidson-wausau-ride-mda/628509001/)

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**RELATED:** [DC Everest Junior High computer science students receive college career preview at Skyward](#) (/story/news/local/everest-herald/2017/12/05/dc-everest-junior-high-computer-science-students-receive-college-career-preview-skyward/918299001/)

Throughout his associate software developer internship at Sentry during the summer of 2017, Champine was paired with a mentor and collaborated with others to work on group projects. Champine said his classes at NTC prepared him for the work that he did during his internship, and he was able to network with others in the company both in and outside of work.

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"My internship was a great experience that I wouldn't have had without NTC's Computer Club," he said.

During Champine's time at the college, he also worked in NTC's Information Technology Entrepreneurial Center and as an instructional assistant for web design and development classes.

After graduation, Champine will begin his full-time employment with Sentry as a software developer.

According to the latest Graduate Outcomes Report, 39 programs at NTC have 100 percent job placement. All of the IT-software developer associate degree graduates from the class of 2016 reported they were employed within one year after crossing NTC's graduation stage.

According to the same report, IT-software developer graduates surpass NTC's average annual salary, earning up to \$52,000 upon entry-level employment.

Champine was one of 450 students to graduate Dec. 16 and one of 184 to earn a gold cord of distinction for earning a 3.5 or higher grade point average.

"I'm super proud to be graduating from NTC," Champine said. "If you want it to happen, NTC gives you the opportunity to make it happen."

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# Educational News

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## More students employed before graduation at NTC

More students are employed before crossing the graduation stage at Northcentral Technical College, including IT - software developer student, Tanner Champine.

It's no surprise that the 20-year-old will soon join the ranks of NTC alumni who have accepted job offers while finishing their final semester, since over 200 NTC graduates each year are employed before graduation.

As an active member of NTC's Computer Club, Champine attended an employer presentation meeting that the group hosted. It was there that Champine met leaders who worked for his future employer, Sentry Insurance.

Throughout his associate software developer internship at Sentry during the summer of 2017, Champine was paired with a mentor and collaborated with others to work on group projects. Champine said his classes at NTC prepared him for the work that he did during his internship and he was able to network with others in the company both in and outside of work.

The D.C. Everest High School graduate is currently completing his final semester

at NTC. Following graduation, Champine will begin his full-time employment with Sentry as a software developer.

According to the latest Graduate Outcomes Report, 39 programs at NTC have 100 percent job placement. All of the IT - software developer associate degree graduates from the class of 2016 reported that they too were employed within one year after crossing NTC's graduation stage.

"I've been in school for two and a half years and I'll be working for a couple of years before those who went to a four year," Champine said.

According to the same report, IT - software developer graduates surpass NTC's average annual salary, earning up to \$52,000 upon entry-level employment.

As for Champine, he is focused on finishing the semester and earning his degree while wearing the gold chord of distinction, which signifies that a graduate has earned a 3.5 or higher grade point average.

"I'm super proud to be graduating from NTC," Champine said. "If you want it to happen, NTC gives you the opportunity to make it happen."