



**DISTRICT BOARD OF TRUSTEES REGULAR MEETING**

**Monday, July 10, 2017**

Northcentral Technical College

1000 W. Campus Drive

Wausau, WI 54401

Timberwolf Conference Center - Room D100

**12:15 p.m.** Lunch

**1:00 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. SWEARING IN CEREMONY**

**IV. APPROVAL OF MEETING MINUTES**

A. [Approval of minutes from June 13, 2017 Board of Trustees Meeting](#)

**Motion:** That the Northcentral Technical College Board Approve the meeting minutes from the June 13, 2017 Board of Trustees meeting.

Voice Vote Required

**V. REGULAR VOTING AGENDAS**

A. Election Board Chair

The first order of business is to elect a **Board Chair**. Maria Volpe who is not eligible to serve another term (State Statutes) will ask for nominations for the office of Board Chair. She will ask if there are any other nominations three additional times. At that point a motion is in order:

Motion: \_\_\_\_\_ moved that nominations be closed.

Motion: It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ that \_\_\_\_\_ be elected as Chair.

A voice vote is required for approval. **(Whoever is elected chair will be asked to take over the remainder of the meeting.)**

#### B. Election of Board Vice-Chairperson

The second officer to elect is the **Board Vice-Chairperson**. The new Board Chair will ask for nominations for the office of Board Vice-Chairperson. The new Board Chair will ask three additional times. At that point a motion is in order:

Motion: \_\_\_\_\_ move that nominations be closed.

Motion: It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ that \_\_\_\_\_ be elected as Vice Chair.

A voice vote is required for approval.

#### C. Election of Secretary-Treasurer

The third officer to elect is the **Secretary-Treasurer**. The new Board Chair will ask for nominations for the office of Secretary-Treasurer. The new Board Chair will ask three additional times. At that point a motion is in order:

Motion: \_\_\_\_\_ move that nominations be closed.

Motion: It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ that \_\_\_\_\_ be elected as Secretary-Treasurer.

A voice vote is required for approval.

#### D. [2017 – 2018 Board of Trustees Meeting Dates/Locations](#)

Establish 2017-2018 Board Meetings: July 10, August 8, September 19, October 24, December 5, January 9, February 6, March 6, April 3, May 1, June 12, and July 9.

The Board will gather for lunch at 12:15 p.m. with 1:00 p.m. meeting start.

No Motion is required. The Chair will ask for consensus on the dates.

## VI. CONSENT VOTING AGENDA

### A. Approval of consent Voting Agenda

- [New Maintenance Technician Apprenticeship - Revised](#)
- [Receipts & Expenditures](#)

**Motion:** That the Northcentral Technical College District Board move to approve the Consent Voting Agenda including:

- [New Maintenance Technician Apprenticeship - Revised](#)
- [Receipts & Expenditures](#)

Roll Call Vote Required

## VII. INFORMATION/DISCUSSION

### A. President's Report

- NTC Mobile App Update – Katie Felch/Logan Brown
- [Outcome-Based Funding Annual Report](#) – Vicki Jeppesen/Angie Servi
- Comments from Informational Update

### B. Chairperson's Report

- WTC District Boards Association Summer Meeting – July 13, 2017 – July 15, 2017 (Double Tree Hilton – Kenosha)
- [Establish WTCS District Boards Association 2017-2018 Committee Assignments](#)
- Annual Review of Policy 2.7 Conflict of Interest Declaration – Handout

### C. Information

- [Organizational Development](#) Annual Report – Karen Brzezinski
- [NTC Foundation/College Advancement Annual Report](#) – Vicki Jeppesen
- [Out-of-State Tuition Remission](#) – Jeannie Worden
- [Advisory Meeting Minutes](#)
- [Upcoming Meetings/Events](#)
- [Good News](#)

**VIII. CLOSED SESSION (Approximately 3:00 CLOSED SESSION or immediately following the above Open Session)**

- A. Adjourn Board into Closed Session Pursuant to Wisconsin Statutes Section 19.85 (1) (f) and (g) for the purpose:
- Approval of the June 13, 2017 Closed Session Minutes
  - Update regarding pending litigation

**Motion:** Adjourn Board into Closed Session to Wisconsin Statutes Section 19.85 (1) (f), and (g) for the purpose:

- Approval of the June 13, 2017 Closed Session Minutes
- Update regarding pending litigation

Roll Call Vote Required

**IX. OPEN SESSION**

- A. Adjourn Board into Open Session to take any action deemed necessary as a result of the closed session.

**Motion:** Adjourn Board into Open Session to take any action deemed necessary as a result of the Closed Session.

Roll Call Vote Required

**X. 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**

June 13, 2017  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center - Room D100

The Northcentral Technical College District Board of Trustees met on June 13, 2017 at the Wausau Campus. Chairperson Maria Volpe called the meeting to order at 12:07 p.m. to discuss the District Budget Hearing.

**I. HIGHLIGHTS OF FY 2017-2018**

Roxanne Lutgen gave highlights of the budget planning process and budget preparation assumptions. Assumptions include a 0% increase over P/Y. The budget was built with a 0% tuition increase but WTCS just approved a 1.4% increase in tuition. This is a communication tool to explain to our stakeholders and our community at large.

**II. ADJOURN PUBLIC HEARING 12:13 p.m.**

The Northcentral Technical College District Board of Trustees met on June 13, 2017 at the Wausau Campus. Chairperson Maria Volpe called the meeting to order at 1:16 p.m.

**Roll Call:**

Douglas Faragher	X	Ruth Risley-Gray	X
Tom Felch	X	Dale Smith	X
Kristine Gilmore	X	Maria Volpe	X
Lee Lo	X	Paul Proulx	X
Douglas Moquin	X		

**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 Paul Prolx and seconded by Kristine Gilmore that the NTC Board of Trustees meeting minutes from May 2, 2017 be approved. Motion carried unanimously.

#### **IV. REGULAR VOTING AGENDAS**

- A. Resolution disclosing district reserves maintained by Northcentral Technical College District – Roxanne Lutgen

Roxanne talked through the resolution disclosing district reserves. The District Operational Reserves are projected to be at 21% of total operational expenditures. Board Policy indicates to be at a range of 16% - 20%. This is the College's 6<sup>th</sup> year in a row with no new revenue, WTCS State Board approved only tuition increase of 1.4%, no additional state aid dollars were received, and FTEs are slightly down from last year. We will need board approval in the future for Net New Construction dollars for the high demand programs such as healthcare where there are waitlists.

It was moved by Kristine Gilmore and seconded by Dale Smith that the NTC District Board approves the disclosure of all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted as provided on the attached resolution. Motion carried unanimously.

- B. Resolution for Adoption of 2017-2018 Northcentral Technical College District Budget – Roxanne Lutgen

Special thanks to Roxanne and her Finance team, who do a wonderful job.

NTC is #1 in the Wisconsin Technical College System for cost-effectiveness per FTE. Capital projects were completed within budget without referendum.

It was moved by Ruth Risley-Gray and seconded by Dale Smith that the NTC District Board hereby adopts the budget for the fiscal year 2017-2018 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2017. Motion carried unanimously.

- C. Negotiated Salary Effective 2017-2018 Northcentral Technical College and the Faculty Association – Karen Brzezinski

It was moved by Kristine Gilmore and seconded by Douglas Faragher that the NTC District Board approves an across the board increase of 1.26% to base wages for the Faculty Association effective July 1, 2017. Motion carried unanimously.

- D. Faculty Association: 2017-2018 Supplemental Salary – Karen Brzezinski

It was moved by Lee Lo and seconded by Dale Smith that the NTC District Board approve the 2017-2018 benefits for Faculty Association as indicated in the topic summary sheet. Motion carried unanimously.

- E. Wausau – Wisconsin DOT Land Acquisition (Agriculture Center) – Rob Elliott

Rob Elliott showed a map of DOT land to purchase. The map is included in the official meeting minutes. NTC would like to purchase this 4.9 acres of narrow strip of land located between Highway K and the entire western length of NTC's property line.

It was moved by Kristine Gilmore and seconded by Lee Lo that the NTC District Board approve the acquisition of the Wisconsin DOT land at a cost not to exceed \$18,000 and requests the WTCS State Board do the same. Motion carried unanimously.

F. Memorandum of Understanding and Operating Agreement between Northcentral Technical College District and the NTC Foundation, Inc. – Vicki Jeppesen

Vicki Jeppesen and Roxanne Lutgen presented to the Board that the WTCS State Office asked that all technical colleges look at developing a MOU and operating agreement between the College and its Foundation. NTC District and NTC Foundation finalized a MOU and Operating Agreement. It lays out an annual management fee going up to \$100,000.00.

It was moved by Paul Proulx and seconded by Lee Lo that the NTC District Board approves the Memorandum of Understanding and Operating Agreement between NTC District and NTC Foundation, Inc. Motion carried unanimously.

## V. CONSENT VOTING AGENDA

- A. It was moved by Kristine Gilmore and seconded by Lee Lo that the NTC District Board approves the consent Voting Agenda
- New Lubrication Technician Apprentice
  - New Maintenance Technician Apprentice
  - Receipts & Expenditures
  - Personnel Changes

Motion carried unanimously.

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

## VI. INFORMATION/DISCUSSION

- A. President's Report
- Updated on 2017-18 Enrollment Initiatives – Katie Felch/Jeannie Worden/Bobbi Damrow
    - Jeannie Worden presented to the Board from the Student Services perspective. The Branch expanded their program to high school students. There were 10 students (juniors and seniors status in high school) that went through an interview. Of those 10 students, 2 will be attending NTC. Students who came on campus were happy about our campus. We have added a new admissions requirement that a student having a GPA of 2.5, can enroll at any time. ACT requirements will be changed for technical diploma programs.
    - The program called the Edge was implemented for high school students who are undecided with their academic major.
    - We had advisors and career coaches go to the high schools and enroll students into classes.
    - We held a VIP Registration event. Students and parents could meet with advisors, register for classes, and ask questions about Timberwolf Suites. It was like a one-stop shop event.

- We are working on a new initiative for Fall, Destination Graduation, for students who did not complete their degree but only have 6-9 credits left. This is to help these students get their degree.
- Katie Felch updated the Board on the Marketing events.
- Commit to College was a new way to look at our open house. We reached out to juniors who just completed their ACT. We had over 250 attendees.
- We held a new class, Explore Your Path and Discover Your Future. This was for students who had some touchpoint with NTC but didn't pursue their education.
- We have marketing materials to market to dual credit learners.
- Another thing we promoted was the Summer Culinary Series that is offered through the Continuing Education.
- As another marketing tactic, we encourage NTC employees to share about our opportunities through their personal social media.
- We have online ads that are currently running to market Summer courses and the flexibility to take courses online.
- NTC's new TV commercial will start in July.
- Bobbi Damrow presented to the Board on early outcomes.
- We are seeing interest in high demand fields.
- The Learning Team worked really hard with other teams to make sure our facility is equipped enough to run these new initiatives. Nursing added an entire section, Medical Assistant is the number one high demand program.
- We were able to combine some summer term courses with Virtual College. Late Start classes were also a perfect fit to put with Virtual College. Pharmacy Tech is also a new program that will be rolling out. The Health Navigator Program is a newer program that we will be rolling out again.
- The Culinary classes that are running through Continuing Education, and K-12 Recertification courses has been very successful.
- Thank you to all who have helped.
- Legislative/Budget update
  - Tuition freeze has been removed. We did not receive new state aid dollars for the 6<sup>th</sup> year in a row. Thank you to all the Deans who looked at doing things from a cost efficient way. Outcomes-Based Funding model did not change. For Early College, we should just continue what we are doing as it is working for us.
- Fiscal Strength – Roxanne Lutgen
  - NTC maintained an excellent borrowing rating of Aa1. This is important because when we go out for borrowing, we get better interest rates so that more money goes into the project.
- 2015-2016 Graduate Outcomes – Vicki Jeppesen/Angie Servi
  - Angie Servi updated the Board on the graduate outcomes.
- Recognition of Douglas Moquin with 18 years of service
  - Chairperson read a resolution to Douglas Moquin. The meeting was projected out to Phillips Campus where a conference room was dedicated to Douglas Moquin.
- Comments from Informational Update
  - We finalized the land for CDL with City of Merrill.
  - Timberwolf Suites is coming along well. We have over 100 applications from students.
  - Promising Future Donor Recognition Event Update – Vicki Jeppesen
    - May 25<sup>th</sup> event celebrating 40 years



- 170 donors attended
  - Donors who attended were huge supporters of NTC initiatives
  - Dr. Dwight Davis presented at the event and challenged donors that there is no finish line.
  - We have raised about \$13K as of 6/13/2017
  - Lori has reached out to Dwight Davis to say thank you. He has invited the college to submit a grant.
- In the Public Safety Center of Excellence, we are exploring an agility testing center for fire fighters. We are putting a plan together and will bring this back to the board.

**B. Chairperson’s Report**

- WTC District Boards Association Summer Meeting – July 13, 2017 – July 15, 2017 (Double Tree Hilton – Kenosha). Let PaHnia know if you are attending.
- Chairperson Maria Volpe has been asked to serve on the ACCT Central Regional Awards Committee for a two-year appointment. Maria will be the sole representative of Wisconsin, and overseeing the Trustees Leadership, Equity, CEO, Faculty and PBSM awards.

**C. Information**

- Advisory Meeting Minutes
- Upcoming Meetings/Events
- Good News

Thank you to everyone here at the College.

**VII. CLOSED SESSION 2:54pm**

- A. It was moved by Maria Volpe and seconded by Kristine Gilmore with unanimous approval to adjourn Board into Closed Session Pursuant to Wisconsin Statutes Section 19.85 (1) (c), and (g) for the purpose:
- Approval of the May 2, 2017 Closed Session Minutes
  - CEO Contract 2017-2020
  - Update regarding pending litigation

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

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

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

Chairperson Volpe reports that in Closed Session the Board approved a rolling three-year contract for the President and awarded a rating of “Exceeds Expectations.”

Chairperson Volpe also commented that the Executive Leadership Team (ELT) is fabulous and does a wonderful job. The Board is very impressed with the ELT, and appreciates all the work they do and continue to do to keep the College going. ELT covertly illustrates a flock of geese flying. You lift each other up.

**VII. MEETING ADJOURN**

It was moved by Douglas Moquin and seconded by Paul Proulx with unanimous approval to adjourn. By consensus the meeting adjourned at 3:06 p.m.

Respectfully submitted,

---

Kristine Gilmore, 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".*



## 2017 – 2018 Board of Trustees Meetings

Date	Event
<b>2017</b>	
Monday, July 10	Annual Organizational Meeting (Wausau)
Tuesday, August 8	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, September 19	Regular NTC Board of Trustees Meeting (Merrill)
Tuesday, October 24	NTC Board & NTC Foundation Board Joint Lunch Regular NTC Board of Trustees Meeting (Wausau)
November	No meeting in November
Tuesday, December 5	Regular NTC Board of Trustees Meeting (Wausau)
<b>2018</b>	
Tuesday, January 9	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, February 6	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, March 6	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, April 3	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, May 1	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, June 12	Regular NTC Board of Trustees Meeting (Wausau)
Monday, July 9	Annual Organizational Meeting (Wausau)

Board Lunch 12:15 p.m. – 1:00 p.m.

Board Meeting 1:00 p.m. – 4:30 p.m.

Confirmed: July 2017

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

**MEETING DATE:** July 10, 2017

**TOPIC:** New Maintenance Technician Apprentice

**POLICY:** Community Benefit Statement 2  
Employers have an available and skilled workforce.

**DATA/RESULTS:**

The Maintenance Technician Apprenticeship program is a blending of the Industrial Electrician and Millwright Apprenticeship programs, two apprenticeship programs currently offered at NTC. Many small to medium manufacturing facilities are not able to have several electricians and millwrights on staff. Therefore, they are looking for someone with a broader skillset to join their facility.

The Maintenance Technician works on mechanical and electrical equipment and machines in paper mills, foundries, production mills, food processing, schools and hospitals. Maintenance Technicians complete mechanical tasks including installing equipment, repairing and replacing units, maintaining equipment and using machines such as lathes, drill presses, and various hand tools. They also complete electrical tasks including working with electrical drawings, troubleshooting electrical motors, AC and DC drives, PLC's (programmable logic controllers) and solid state devices.

This program is currently offered at the following Wisconsin technical colleges: Fox Valley, Lakeshore, Western, Waukesha County, Gateway, Northeast Wisconsin, Mid-State, and Blackhawk. NTC has been getting more requests from local employers for Maintenance Technicians. We expect requests to continue as manufacturers continue to look for employees with multiple skillsets. We anticipate serving approximately 12 apprentices upon implementation of this program.

The College wishes to submit the Maintenance Technician Apprenticeship program District Request form to the Wisconsin Technical College System Office for consideration. By approving the submission of the program request, the College will continue to the next step in the process for developing this as a WTCS approved apprenticeship program.

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

Approval of program request for the Maintenance Technician Apprenticeship program

**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 June 27, 2017

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

**MEETING DATE:** July 10, 2017

**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 May 31, 2017.

YTD Fund 1 – 7 Revenues: \$80,807,969

YTD Fund 1 – 7 Expenses: \$88,370,778

**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 June 26, 2017

## 2016-17 Outcomes-Based Funding Report

Northcentral Technical College - Outcomes-Based Funding Rankings for 2017-18 Funding and Actual Dollars Awarded										
	#1 Job Placement	# 2 High Demand Fields	#3 Industry Validated Curriculum	#4 ABE Transition	#5 ABE Success	#6 Dual Enrollment	#7 Workforce Training	#8 Collaboration	#9 Special Populations	Total
Ranking	8th	9th	4th	4th	6th	6th	7th	8th	5th	7th*
\$ Awarded	\$223,596	-	\$287,718	\$239,339	\$239,092	\$276,559	\$216,034	-	\$265,581	\$1,747,919

NTC is 8th in size, and the College came in 8th or better in performance in all but one criterion.

**NTC's Trend - Outcomes-Based Funding Money Proportion Received Since 2014-15 Academic Year**



\*This is a \$57,745 increase over last year's funding.

# Committee Descriptions

## **External Partnerships Committee**

This committee would work to better understand innovative initiatives, external challenges, and emerging opportunities for collaboration, while building understanding and strengthening relationships between trustees and local, state, and national leaders. The committee would dialogue with local, state, and national strategic partners including but not limited to:

- K-12 leaders
- Employer-partners
- Chamber officials
- County board members
- Presidents Association
- Higher education leaders
- Association of Community College Trustees
- Community and Faith-Based Organizations
- Other stakeholders and partners

Through its work, the committee would advocate on behalf of the colleges, as well as serve as a conduit of information, to help inform our ongoing advocacy efforts with policymakers. The External Partnerships Committee would receive periodic briefings from the chair of the Presidents' Association External Partnerships Subcommittee, in order to facilitate and coordinate the work of the two committees. This committee would also be responsible for generating programming input for Association staff to develop for in-service sessions. Each district would be asked to appoint one to four members to serve as part of the External Partnerships Committee.

## **Internal Best Practices Committee**

This committee would share and discuss best practices information internal to the technical college system on topics of interest to the members. Past topics that might be appropriate for this committee could include:

- Board and Association best practices around new member orientation;
- "Boardsmanship," or how to be effective at the board table, legal and ethical parameters, and other skillsets;
- Human resources and employee compensation best practices;
- Student services best practices (mental health, veterans services);
- Instructional services best practices (career pathways, credit for prior learning, Promise programs); and
- Other emerging trends and topics

With support from staff, the committee co-chairs would be expected to set agendas, facilitate dialogue and small-group breakout discussions as needed, and solicit input from members on topics of interest or possible projects. Led by the co-chairs, the Internal Best Practices Committee would also be responsible for generating programming input, suggesting topics for Association staff to develop for in-service sessions. Each district would be asked to appoint one to four members to serve as part of the Internal Best Practices Committee.

### **Bylaws, Policies and Procedures Committee**

The Bylaws, Policies and Procedures Committee, as set forth in Article IX of the Bylaws, reviews the Association's Bylaws, Policies and Procedures and recommends changes to the Board of Directors when appropriate.

The Committee has additional specific assignments:

- At the Board of Directors' request, develop a select list of major issues on which the Board of Directors may request member consideration.
- At the request of the Board of Directors, committee chair, or an individual unit member of the Association, review a proposed resolution or proposed change in the corporate bylaws, policies or procedures for the purpose of recommending whether the proposed language will accomplish the desired effect and/or whether the proposed change would require amendment of any other portion of the corporate bylaws, policies, or procedures.

### **Awards Committee**

The Awards Committee has responsibility for identifying and recognizing:

- Board Member of the Year;
- Technical Education Champion (TECh) Award recipients;
- Media Award recipients;
- Distinguished Alumni of the Year;

The Board of Directors shall approve an awards rating committee. Each unit member district will select its own member to review and rate nominations for the Association awards program. Members will serve in this role for one year and can be re-appointed indefinitely. The Committee will determine, select the recipients of, and deliver the corporation's annual awards. The members will select award recipients by rating official award nominations, and Association staff will announce the nomination period for each award. At the end of the nomination period, the Association will provide committee members with a slate of nominees eligible for the award and with corresponding nomination materials. Committee members will rate the nominations according to criteria for each award. The Association will then tabulate the results of the award rating and announce the winner. When possible, awards will be presented at the next quarterly meeting of the Association. Committee members will be expected to rate awards during a time period outside of the Association meetings.



**2017-2018 Technical College Representatives**

**District Name:** \_\_\_\_\_

**Chairperson of the Board:** \_\_\_\_\_

**Vice-Chairperson of the Board:** \_\_\_\_\_

**Secretary of the Board:** \_\_\_\_\_

**Treasurer of the Board:** \_\_\_\_\_

**Board of Director Member:** \_\_\_\_\_

**Awards Committee Representative:** \_\_\_\_\_

**Internal Best Practices  
Committee Representatives:** \_\_\_\_\_  
(Up to 4)

**External Partnerships  
Committee Representatives:** \_\_\_\_\_  
(Up to 4)

**Bylaws, Policies, & Procedures  
Committee Representative:** \_\_\_\_\_

**PLEASE INCLUDE A COPY OF YOUR 2017-2018 BOARD MEETING SCHEDULE.**

Return on July 11<sup>th</sup>, 2017 to the District Boards Association office: [ahanz@districtboards.org](mailto:ahanz@districtboards.org).



# Organizational Development 2016-17 Annual Report Executive Summary

Jennifer Lau, Organizational Development Specialist  
Dr. Deb Stencil, Dean, Center for Teaching & Learning  
Excellence and Alternative High School  
Dr. Karen Brzezinski, Director of Human Resources

---

## ***FORWARD***

Northcentral Technical College supports Organizational Development activities for employees to renew a positive sense of connection with the College and provide employees with needed training as well as opportunities to raise the level of the employee experience.

This first part of this document is a summary of the Organizational Development activities during the past twelve months. The second part of the document describes the current configuration of Organizational Development activities. The last part of this document will focus on future Organizational Development initiatives.

## **HIGHLIGHTS 2016-2017**

- The Employee Tuition Assistance Program offered tuition assistance for advanced degree completion to select employees. Currently, 28 NTC employees are working on advanced degrees with the help of this program.
- At the time of this report, 108 employees have been granted money from the professional development fund to support their professional development. The total amount of professional development funds awarded was \$53,040.00. The average award amount per applicant was \$491.00.
- NTC received grant funds from WTCS with \$28,051 to provide tuition reimbursement for 8 General Education Adjunct Faculty who will obtain at least 18 Master's credits in their instructional area. All these funds have been used. The grant also included professional development funds for faculty. Twenty faculty used \$11,012 in total funds for professional development activities.
- The Organizational Development office coordinated 20 professional development sessions for employees called Think Tank sessions on topics such as technology training, diversity training, wellness sessions, soft skills training, book clubs, and an overview of different departments at NTC.
- New Employee Orientation was held every other week as needed by Human Resources in 2016/2017.
- The September 2016 In-Service focused on Achieving the Dream (ATD), which included workshops and a student panel. The February 2017 In-Service focused on Diversity & Inclusion, and included a food drive. The donated foods was given to The Salvation Army, The Warming Shelter, and The Women's Community. According to an all staff in-service survey, overall in-service satisfaction was 98% in fall 2016 and 96% in spring 2017.
- Three Middle Leadership Forums were held to support the development of this level of employees. Topics included: Human Resources & Finance Updates, Overview of Employment Law, and Security Awareness Program & Soft Skills.

- Title IX Training was provided to all full-time and part-time staff at the spring 2016 in-service and the Pregnant & Parenting information was provided at the College Initiative Day in fall 2016. The Title IX team will continue to provide ongoing staff training in the upcoming year.
- Staff from Human Resources, Center for Teaching & Learning Excellence, and Organizational Development are implementing the transition from “Certification” to Faculty Quality Assurance System (FQAS) and have submitted the first Annual Report to the System Office.
- NTC has increased its Diversity training by providing Think Tanks focused on ELL, Privilege, Veteran PTSD and Southeast Asian Culture. The spring 2017 In-Service offered breakout sessions that focused on the following types of diversity: religious, generational, under-resourced college students, LGBTQ, disabilities and Hispanic Culture. Jermaine Davis, a national Diversity and Inclusion speaker, was a keynote speaker. The fall 2017 in-service will focus on Privilege and Equity and will offer more diversity breakout sessions as well as provide a keynote speaker, Eddie Moore Jr. NTC implemented a Veterans Training Software called Kognito. There were 404 employees who completed the training.
- Select FQAS courses were delivered in both face-to-face and online formats.
- Three staff members – Beth Ellie, Brooke Schindler, and Tracy Ravn – completed the Wisconsin Leadership Development Institute (WLDI) in 2016-17. Four staff members—Nick Blanchette, PaHnia Thao, Angie Servi, and Sara Gossfeld-Benzing—were selected to participate in the WLDI in 2017-18.
- Eight employees completed NTC LEADs I (Leadership, Engagement, Action, Development), a Continuing Education course that engages learners from NTC and business and industry in current leadership concepts and principles while giving them the chance to learn about their own personal leadership traits. Five NTC employees were enrolled in NTC LEADs II, an advanced leadership course that further develops the concepts learned in NTC LEADs I.
- A new supervisor training/orientation program was provided for all new supervisors at NTC during the past year.

- College Initiative Days were held on August 17-18, 2016 and January 23-24, 2017. These faculty development days included content in the following areas: the LMS selection process; no-show policy review; faculty driven projects including the syllabus generator and Storyline; Title IX updates; career pathways and credit for prior learning initiatives; assessment strategies for course competencies, program outcomes and Soft Skills; analysis of each Team's Instructional Vitality Process data; creation and updating of each Team's Team Action Plan; curriculum modification; sharing of best practices to promote student success; Virtual College updates; instructional technology updates; Seven Principles of Good Teaching; and LMS evaluation. In addition, the January 2017 event featured a guest presenter, Dr. Tom Tobin who engaged faculty in Universal Design and the Seven Principles of Good Teaching. Faculty evaluations for College Initiative Days remain very positive. Faculty were provided an opportunity to complete FQAS Data and Evidence Analysis and Teaching Methods and Technology through participation in College Initiative Days.
- Thirteen new full-time faculty started in 2016-2017. All new full-time faculty participated in the New Faculty Academy consisting of a one-week orientation, followed by twice-monthly cohort-based instructional meetings.
- An Adjunct Faculty Academy was offered in 2016-2017. More than 110 adjunct faculty participated this year where they learned instructional strategies and had an opportunity to complete three FQAS courses in a workshop-based format (Behavior Management Embracing Diversity and Data and Evidence Analysis).
- Center for Teaching & Learning Excellence updated the CTLE Faculty Resources website where faculty can access instructional strategies, student support materials, and best practices. This site can be accessed from the NTC website for information and support at any time. Open Lab sessions were provided several times each month allowing faculty to stop in the Faculty Innovation Center to receive WIDS, Blackboard, prior learning assessment and instructional support.
- Center for Teaching & Learning Excellence continued to publish a faculty newsletter called the *Faculty Insider*. This bi-monthly electronic publication features news from the Vice President for Learning, an introduction to an NTC faculty member, and best practices in teaching and learning.
- With collaboration and support of the academic schools, the Center for Teaching and Learning Excellence implemented Adjunct Faculty Prep Night in August to support adjunct faculty who were scheduled to teach a class the following semester.
- Employee recognition was integrated into fall and spring in-services to ensure all employees can participate in recognition events.

## STRUCTURE OF ORGANIZATIONAL DEVELOPMENT AT NTC

To strengthen its commitment to continuous improvement and employee development, Organizational Development activities are structured as follows:



- FQAS
- All Employee Orientation
- Mentoring
- Tuition Assistance
- Professional Development Fund Distribution
- In-Service/Recognition
- New Supervisor Orientation
- Middle Leader Forum
- Think Tanks, Skillsoft and Other Training
- Leadership Development/WLDI/NTC LEADS
- Faculty Orientation
- Adjunct Faculty Academy
- Faculty & Adjunct Development
- College Initiative Days
- Faculty Insider Newsletter
- FQAS Courses/CPL Assessments

## FUTURE ORGANIZATIONAL DEVELOPMENT INITIATIVES AT NTC

- **Continuing New Supervisor Training:** Provide in-depth new supervisor training to middle leaders new to management as well as middle leaders wanting to improve their supervisory skills.
- **Enhance General New Employee Orientation and New Faculty Academy:** Enhance onboarding, orientation, and development processes. Transition orientation course in Blackboard to Canvas.
- **Continue Offering College Initiative Days, Fall 2017/Spring 2018:** Two days before the start of each semester are dedicated to faculty development. College Initiative Days is championed by the Center for Teaching and Learning Excellence.

- **Continue to Offer and Improve the New Faculty Academy:** Enhance full-time faculty onboarding, orientation, and development processes.
- **Continue to Offer Adjunct Faculty Support and Development:** Continue to offer support, mentoring and education to new and continuing adjunct faculty. Utilize promising strategies developed in the Adjunct Faculty Academy to meet the needs of adjunct faculty and their academic divisions. Continue to offer FQAS course opportunities through Adjunct Faculty Academy.
- **Continuing Affirmative Action Implementation:** Begin implementation of NTC's Five Year Affirmative Action Plan diversity training component. For fall 2017 In-service, we will implement the topic of Inclusion & Privilege.
- **Title IX Staff Training:** The Title IX team will provide continued Title IX training to NTC students and staff to broaden understanding of, and ensure compliance with, federal regulations.
- **Implement Soft Skills Initiative:** Soft Skills are broad life skills, attitudes and behaviors that go beyond the context of a specific course and that every graduate of an NTC program is expected to achieve. These skills are critical in helping an individual obtain and maintain employment. NTC has identified seven Soft Skills that are important to every area of learning: Act Responsibly, Communicate Effectively, Demonstrate Integrity, Develop Global Awareness, Think Critically and Creatively, Work Cooperatively, and Work Productively. NTC will implement a comprehensive plan to promote and assess Soft Skills among employees, faculty and students. A college-wide awareness campaign will be implemented in 2017-18. Training modules will be developed for both students and employees so they can learn and practice the specific behaviors expected for each Soft Skill. These Soft Skills have been emphasized in each performance management scorecard.

# COLLEGE ADVANCEMENT & NTC FOUNDATION: 2016-17 IN REVIEW

\$5,761,528

*Through various capital campaigns, scholarship fundraisers, grant awards, and implementation of more in-depth research and data analysis, the College Advancement Team, which includes the NTC Foundation and Grants Team, collaborated with internal and external partners to significantly impact NTC's learners, businesses, and communities...and those across Wisconsin. For 2016-17, funds raised through scholarship campaigns, sponsorships, and grants totaled \$5,761,528.*



# TABLE OF CONTENTS

## Contents

NTC Foundation Committee Work_____	1
Scholarships_____	2
Donors_____	3
Grants_____	7

## NTC Foundation Committee Work

### MISSION:

NTC Foundation is the philanthropic arm of Northcentral Technical College. It serves as a bridge between donors and the College, ensuring that long-term resources are available to support NTC and its students.



### EXECUTIVE COMMITTEE

Developed formal Memorandum of Understanding and Operating Agreement with NTC.

### FINANCE COMMITTEE

Conducted annual audit with no significant findings or internal control concerns; approved credit card processor change to significantly lower fees; and conducted full review of Financial Investment Policies, with final recommendations slated for Fall 2017.

### CAPITAL CAMPAIGNS/GOVERNMENT RELATIONS COMMITTEE

Awarded \$200,000 from the Judd S. Alexander Foundation for the STEM Center initiative at the Wausau campus; launched \$750,000 campaign to raise funds and equipment donations for the Center for CDL (Merrill), Center for Diesel Technology (Maine), and Automotive program (Wausau)—over \$550,000 of cash, property, and equipment received/pledged.

### STUDENT SUPPORT COMMITTEE

Supported/sold Foundation/Residential Building home (approximately \$30,000 profit for scholarships); began campaign to raise \$75,000 in support of the NTC Promise 2018 cohort; planned and hosted the Promising Futures Donor Appreciation/40<sup>th</sup> Anniversary event on May 25 with 170 attendees listening to Dwight Davis, former NTC President, encourage continued support because there is No Finish Line.

### GIVE BACK

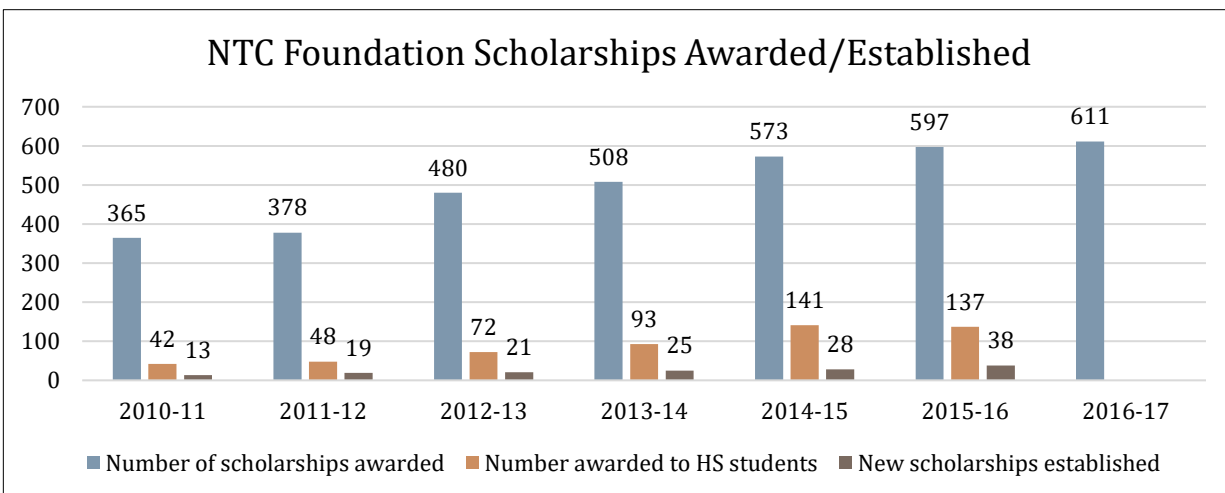
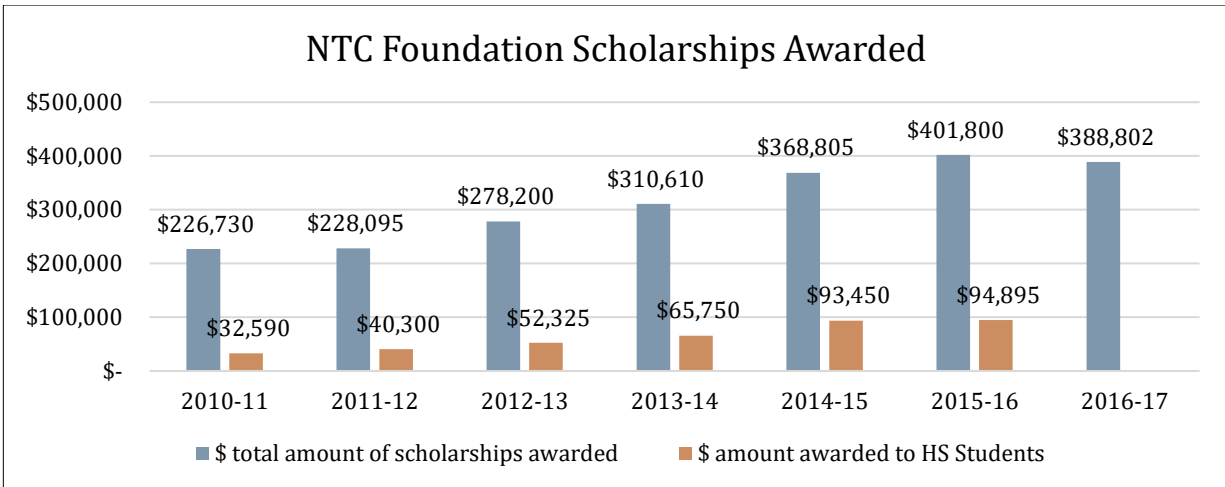
It is important for the NTC Foundation to give back to the community. Staff participated in the United Way's CommUnity food sculpture event, NTC Wausau & Engineering Festival, NTC Fall Open House, NTC graduations, and Ghidorzi Green & Clean.

# RESOURCE DEVELOPMENT

## Scholarships

Significant growth continues in both the number and dollar amount of scholarships awarded, due mostly to favorable market conditions and new and increased donations. The number of high school students applying for, and receiving, NTC Foundation scholarships has increased due to stronger relationships with district high school personnel, parents and students, resulting in more high school students choosing to enroll at NTC.

**NOTE:** In 2015-16, the initial NTC Promise cohort was admitted to NTC; these numbers are not included in the scholarship totals. Data is as of May 30, 2017; additional data is still being collected.

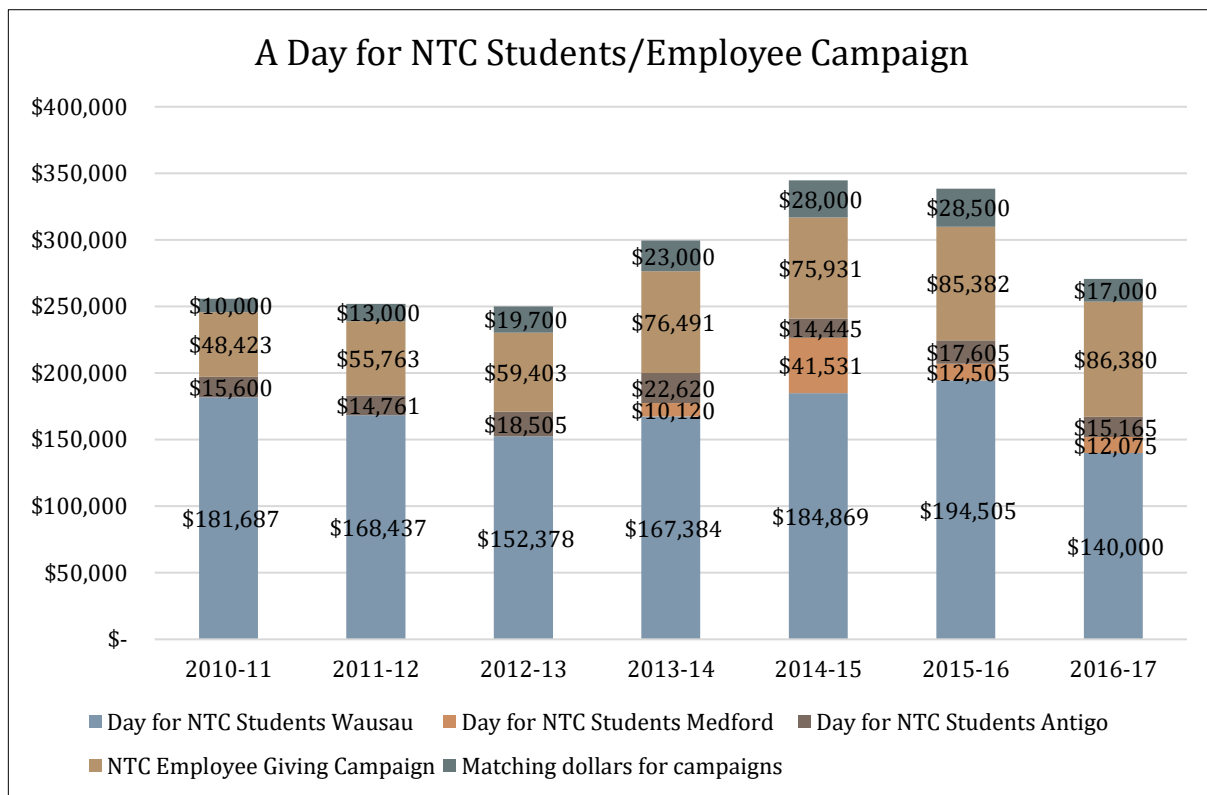


# RESOURCE DEVELOPMENT

## Donors

Annual stewardship efforts provide cash resources to support learners (i.e. scholarships, emergency grants, testing and application fees). NTC donors—employees, individuals, businesses, foundations, and other external partners—create positive impact. More than 130 volunteers supported Foundation activities.

**NOTE:** *A Day for NTC Students—Wausau campaign is still underway; data is as of May 30, 2017; additional data is still being collected.*



### NTC EMPLOYEE GIVING CAMPAIGN

Held annually as a prelude to A Day for NTC Students campaigns, NTC employees show support for students. The campaign kicks off at February inservice with a fun video and campaign materials to generate excitement while emphasizing the need for support. The Executive Leadership Team commits 100% support as pacesetters to employees.

# RESOURCE DEVELOPMENT

## A DAY FOR NTC STUDENTS

Campaigns are held annually in a number of NTC regions with teams of community volunteers and NTC staff combining to call on business partners to thank them for past involvement; build awareness for NTC programs; share data on student need, opportunities, and challenges; and ask for continued or new support. The 2017 Day for NTC Students—Wausau campaign is currently underway with a goal of \$160,000.

## DONOR RECOGNITION

The NTC Foundation recognizes ALL donors. Every donor receives a letter signed by the NTC President and NTC Foundation Executive Director. Donors are recognized in the annual NTC/NTC Foundation Stakeholders report and at the semi-annual Scholars & Donors events. Occasionally, contributions are acknowledged through media releases and ribbon cutting events.

Donor boards at the main Wausau, Antigo, Medford, and Phillips campus provide an added opportunity to showcase those who generously contribute. In addition, capital campaign donors are included on displays specific to each unique campaign (Advanced Manufacturing & Engineering Center of Excellence, Agriculture Center of Excellence, and Public Safety Center of Excellence).

## PROMISING FUTURES DONOR APPRECIATION EVENT

To celebrate donors who have created the NTC Foundation legacy over the past 40 years, a donor appreciation event was hosted on May 25<sup>th</sup>. A social hour started the evening with hors d'oeuvres, fine cheeses donated by Marathon Cheese, and wine/beer/soda. Guests then moved to the program component of the event where they experienced delicious delicacies created by the NTC Culinary Arts program Chefs and students. Dr. Lori Weyers, NTC President, highlighted the contributions donors have made to impact the College during her 11 year tenure. Then Dwight Davis, past NTC President/Director and NTC Foundation Board President, gave an overview of the past 40 years and reminded those in attendance that there is No Finish Line. An impact auction was conducted to raise funds to support the NTC Promise program for the 2018 cohort; matching funds were provided by WoodTrust, Connexus Credit Association, UMR, District Mutual Insurance, and Greenheck Group.



# RESOURCE DEVELOPMENT

## SPONSORSHIPS

The NTC Foundation works with external partners to secure sponsorships for NTC activities. Efforts are made to minimize the impact of sponsorship requests against scholarship fundraising efforts by exploring new relationships with those who may not necessarily support scholarships. 2016-17 included:

- NTC Wausau Science & Engineering Festival: Michigan Technological University's Mind Trekkers STEM Road Show brought the WOW! of science, technology, engineering, and mathematics to NTC on October 13-14, 2016. On Friday, over 3,500 middle school students from throughout the region attended at no cost, and on Saturday the event was free and open to the public, with over 2,500 community members in attendance.

Eleven sponsors (Northcentral Technical College, Greenheck Fan, Connexus Association, Church Mutual, Marshfield Clinic, CWIMMA, Packaging Corporation of America, REI, The Dirks Group, Domtar, Lignotech) provided \$33,123 to make the event possible. In addition, media support was provided by WZAW and the Wausau Region Chamber of Commerce to promote the event to the community.

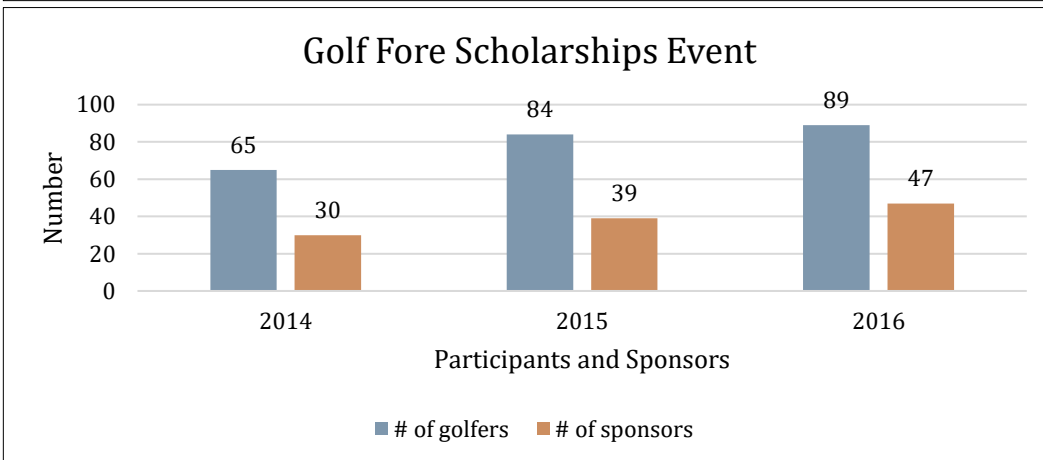
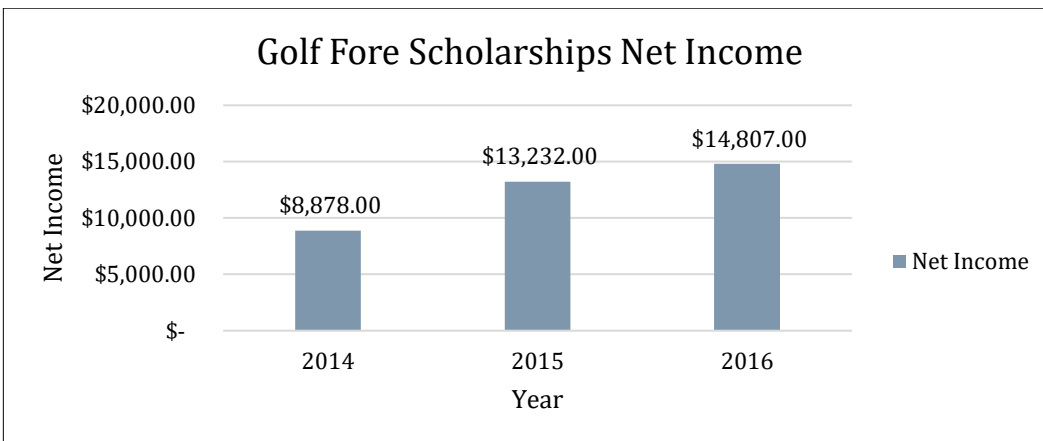


# RESOURCE DEVELOPMENT

## GOLF FORE SCHOLARSHIPS FUNDRAISER

Golf Fore Scholarships originated in 2014 through collaborative efforts of the Woods Program Advisory Committee members and the NTC Foundation. The event committee identifies and recruits sponsors, helps promote the event, and provides volunteer support. The goal of the event is to provide a \$500 scholarship to each student enrolling in the Wood Science program at the NTC Antigo Campus (scholarships also serve as a powerful recruiting tool for the program). The event continues to show potential for growth.

- 2014 net income was \$8,878; 30 sponsors and 65 golfers
- 2016 net income was \$14,807; 47 sponsors and 89 golfers
- 2017 information still being calculated (held June 16<sup>th</sup>); 101 golfers



# RESOURCE DEVELOPMENT

## Grants

### OVERVIEW

The Grants Team supports students and programs by working with project teams through five stages: 1) go/no go decision; 2) development, fine-tuning, and submission of required documents; 3) implementation of a strong and successful program after award; 4) monitoring and reporting; and 5) closing after award period. **Since 2007-08, NTC has received \$74,354,582 in grants (\$57,391,284 directly to NTC).**

Grant Success Summary					
Year	# of Grants Submitted	# of Grants Awarded	% of Grants Awarded	\$ Awarded <sup>a</sup>	Notes
<b>16-17</b>	<b>40</b>	<b>30</b>	<b>75%</b>	<b>\$4,450,481</b>	<b>\$3,035,774 still pending</b>
15-16	50	44	88%	\$4,844,076	<b>\$1,091,222 NSF STEM+C still pending</b>
14-15	71	54	76%	\$5,428,888	Includes award for DOL TAACCCT 4 consortium grant led by CVTC
13-14	70	60	86%	\$30,940,257 <sup>b</sup> / \$8,812,338 <sup>c</sup>	DOL TAACCCT 3 statewide consortium grant led by NTC
12-13	59	49	83%	\$4,488,691	Dual SEED group, B.A. & Esther Greenheck Foundation donation, award for DOL TAACCCT 2 statewide consortium grant led by NWTC
11-12	67	56	84%	\$4,360,720	RD Team began applying for grants from other Foundations and corporate partners
10-11	53	46	86.8%	\$2,697,523	
09-10	54	42	77.8%	\$2,957,105	
08-09	67	53	79.1%	\$6,659,322	EDA for Wood Technology Center of Excellence, AFG grant for Wausau Fire Dept. aerial truck
07-08	36	34	94.4%	\$6,477,555	DOL SPARK grant
<sup>a</sup> The dollar value represents the total grant amount awarded even if the grant period is for more than one year. <sup>b</sup> This includes the DOL TAACCCT Round 3 statewide consortium grant; NTC was the lead; \$23,177,883 total award; \$6,214,585 directly awarded to NTC for College and consortium coordination/facilitation. <sup>c</sup> This includes only the awarded dollars to NTC, the highest on record.					



# RESOURCE DEVELOPMENT

## INTERFACE

### **NTC leads this \$23.1 million DOL TAACCCT Round 3**

**statewide consortium grant.** INTERFACE (Intentional Networks Transforming Effective and Rigorous Facilitation of Assessment, Collaboration, and Education) is a **collaboration of all 16 Wisconsin technical colleges** focused on information

technology-related occupational training. NTC received \$1,049,964 for three years of training to 300 participants, and an additional \$5,164,621 to coordinate the consortium.

Training ended March 31, 2017 and the final wrap up is scheduled for September 30, 2017. As of May 25, 2017, NTC served 710 participants toward its goal of 300; **the consortium served 4,968 participants toward its goal of 3,058.** As a state-wide consortium, INTERFACE:

- Developed a free, online basic computer literacy course used at over 100 locations across Wisconsin including non-profits, job centers, libraries and jails. The course was recently shared on a national webinar with 300 people on the call, many from WIBS from across the country.
- Ensured relevancy and alignment with local employer needs by developing or modifying 148 IT-related courses across the State.
- Created 80 new credentials: 25 certificates, 45 technical diplomas and 10 associate degrees.
- Focused on technology-enabled learning and created 400 learning objects (interactive flashcards and games) as open educational resources (OER). These learning objects provide students with additional strategies to study/learn difficult concepts related to their IT training and soft skill development.
- Was one of ten TAACCCT projects in the country to receive a visit from the National Evaluation Team at the U.S. Department of Labor to discover best practices and lessons learned.



**Northcentral Technical College  
District Board of Trustees  
Topic Summary Sheet**

**Meeting Date:** July 10, 2017

**Topic:** Out- of- State Tuition Remission Annual Report- Academic Year 2016-2017

**Policy:** Wisconsin Statute S. 38.24 (3)(c)1, Wisconsin Statute S. 3824 (3)(c)2, and Administrative Bulletin AB 04-02 and 04-03; Fiscal Year 2016-2017; Fiscal Year 2016-17 Program Fee Rates and Out-of-State Tuition Rates.

**Interpretation:** Annual out-of-state remission for non-resident learners requires pre-approval by the system president and a yearly report to the District Board of Trustees and the system office within 60 days of the end of the academic year.

**Data/Results:** This memo details tuition remission approved by the system president for 42 “needy and worthy” students. These international scholars pay in-state rates for program fees; only the out-of-state tuition is remitted.

**2016-17 Out of State Tuition Remission**

	Unduplicated Headcount	Credits Remitted	Financial Impact	% of Total Actual Credits Net of Community Services
Needy and Worthy	42	126	\$8,212.68	0.13%
Exchange Agreement	0	0	0	0%
Total 2016-17	42	126	\$8,212.68	0.13%

Total year-to-date based on 126 credits at \$65.18 per credit equals \$8,212.68. Credits as a percentage of institutional totals are based on 96,854 credits for week 56 for the 2016-2017 school year.

**Agenda Category:**  
Information Agenda

**Proposed Motion:**  
None. Information Only.

Certification of Accuracy and Request for Approval: I, your CEO, certify that the information in this report is true as of this date.

Signed           Lori A. Weyers          

Date June 30, 2017

# HCBS/Medical Coding Advisory Committee

April 20, 2017; 7:30 AM – 9:00 AM

Wausau Campus - Room CBI107

Meeting Date: April 20<sup>th</sup>, 2017

Program Name: HCBS/Medical Coding

## Attendees

### Industry Members

- Sheri Knutson (Aspirus)
- Tammy Buchberger (North Central Health Care)
- Beth Radtke (UMR, via phone)
- Shelly Stokosa (Aspirus)
- Tammy Freese (Urology Associates)
- Kaye Connor (Aspirus)
- Jennifer Underwood (Medford Aspirus, via phone)

### NTC Staff:

- Donna Wesenick (faculty)
- Sara Nickel (faculty)
- Deb Stencil (Dean, CTLE)
- Jim Ortiz (Academic Advisor)
- Sara Bartelt (VC Academic Advisor)
- Weng Liew (BCI Manager)
- Brandy Breuckman (Associate Dean, VC)

### 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:
  - Industry Trends: Area employers continue to hire. The role of a medical coding specialist is evolving depending on the organization's need. Aspirus has hired four in to fulfill HIM abstracting need and they are encouraged to actively recruit the remaining two positions. They are looking to hire business analysts to review and manage through projects (will need experience in billing or records management, charging, auditing). UMR continues to hire CFRs. Over the last 6-8 months a new position has been developed where CFRs are upgraded to Plan Advisor. They can help caller with questions about policy or claims and help manage health care (getting things preauthorized or set up appointment with provider).
  - Program information
    - Enrollments/FTEs: Virtual College: HCBS/Medical Coding is transitioning to this platform. Spring 2018 will be the last semester the programs will be offered traditional. Medical Coding has accepted 58 students and have 13 applications pending. HCBS has 23 students and have five applications pending. HCBS has 51 students for 2017 (down from 67). MC program headcount is 46 total students.
  - Curriculum/assessment
    - Curriculum Modifications/Changes
      - Final changes for MC/HCBS IHR/HDM: At the last meeting, faculty shared there were changes happening in the state-wide curriculum. Intro to the Health Record and Health Data Management are now combined to create a three-credit course, Foundations of HIM. The changes are effective Fall 2017.

- MS Office 2016 and Windows 10: Starting Fall 2017, MS Office 2016 and Windows 10 will be part of the curriculum.
  - Medical Coding – TSA Results: The Mock CCA Exam is the TSA for Medical Coding. For the Fall 2016 semester, 10 students completed the Mock CCA Exam, 8 passed. AHIMA hasn't published a 2016 pass rate (2015 pass rate nationally, 60%). There are 5 students in the Applied Coding class (due to platform transition). Each question is attached to a certain criteria that allows for determining whether TSA components have been met.
  - HCBS TSA update: Deb Stencil shared the TSA document with the advisory committee. Donna will be working with Deb to compile the artifacts necessary to demonstrate mastery of program outcomes. TSA will be assigned to HCBS Internship. Upon review, the advisory committee present have approved moving forward with the Internship class as the appropriate course to assign the TSA criteria.
  - Continuing Education/Business & Industry Solutions initiatives: Weng Liew shared flyers with the advisory committee. Continuing Education and Business & Industry Solutions caters to incumbent workers. NTC will be participating in Leadercast (5/5). He shared NTC's training grant series. For more information or to discuss customized training, please contact Weng at [liew@ntc.edu](mailto:liew@ntc.edu).
- Agenda 4:
  - Committee membership/potential member suggestions: Chris encouraged members to consider inviting colleagues to participate on this advisory committee or other areas of interest/expertise.
- Agenda 5: The next meeting will take place on Thursday, 11/2/17, 7:30 AM.

# **Emergency Medical Services Advisory Committee**

**April 19, 2017, 12 noon**

**Wausau Campus - Room CBI 103 (IVC to Medford)**

*Meeting Date:* April 19<sup>th</sup>, 2017

*Program Name:* Emergency Medical Services

## **Attendees**

### **Industry Members**

- Jason Foth, Spencer Fire & Ambulance
- Jeffrey Freese, Aspirus MedEvac
- Chris Gengler, Owen Withee Curtiss/Camp Douglas Rescue (IVC from Medford)
- Tracey Kujawa, Wausau Fire Department
- Mark Schroeder, Edgar Fire/Aspirus Wausau Hospital
- Linda Vollmar, City of Antigo Fire Department

### **NTC Staff:**

- Sara Gossfeld-Benzing, Dean of Public Safety
- Kris Grod, Associate Dean of Public Safety
- Brad Gast, Dean of Continuing Education and Virtual College
- Lorraine Zoromski, Dean of Health
- Susie Borchartd, AHA Specialist
- John Connor, EMS Faculty
- Jared Eggebrecht, Business Development Manager
- Roxie Hoffman, Administrative Assistant
- Will Isham, EMS Faculty
- Colton Miller, EMS Equipment Specialist
- Traci Parlier, Paramedic Faculty
- Andy Schlagel, Paramedic Faculty
- Jackie Wagner, EMS Faculty

### **Other**

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

**College-Wide Initiatives:** Sara Gossfeld-Benzing shared the following initiatives:

- **Transportation Center of Excellence** – NTC is moving forward with a building for the CDL program in Merrill across the road from the Public Safety Center of Excellence.
- **Agriculture Center of Excellence** – New additions are being built because we are outgrowing the facilities currently on the property.
- **Main Campus Remodel** – NTC enhanced the student life area to provide an areas for games and relaxation, leadership activities, group work, meetings, and mock interviews.
- **Multi-Unit Apartment Complex** – NTC has sold a small parcel of land to a developer, who will be building an apartment complex to be called the Timberwolf Suites to offer convenient, affordable housing for students. They expect to have the complex ready later this fall.
- **School of Health Sciences** – Lorraine Zoromski reported on health programs. Nursing is always full. Pharmacy Technician will start in 2018. A Health Navigator program started this year and is fully online.
- **Criminal Justice** – The program capacity has been increased to 40 to accommodate current demand. Another 720-hour Academy will be held in fall.
- **Learning Opportunities** – NTC is doing a lot of work with high school students to give them more opportunities. Our Virtual College has been named the #1 online college in Wisconsin. Our Business & Industry area does a lot of work with businesses in the district.

**EMT High School Academy:** Jackie Wagner reported the following:

- EMT High School Academy started in January with 37 students (the majority are women) and although a few have dropped, the rest are doing well. One class is all high school students. Many of them had planned on doing something in the health care field so they had been taking classes such as A&P and seem to do better with that type of information. However, they need more help with the hands-on skills. The other students do better with the skills. As the students go through the class, they are getting more excited about working in the profession.

**AHA Training Center:**

- Susie Borchardt started at end of September as our AHA Specialist. She reported that 324 instructors are affiliated with the NTC Training Center; she has to keep records for each of them. Since she started in September, she has done 2800 AHA cards. We are currently promoting online BLS, so individuals take the classroom portion online through the American Heart Association and then come here to do their skills testing.

**Equipment Update:**

- Will Isham reported that he and Colton Miller have been organizing the EMS and CPR equipment and getting processes in place for equipment repair/replacement.
- Classroom equipment now gets put away each night. Carts have been purchased for equipment for AHA classes. When the class is done, all the equipment gets put on the cart and put in a closet.
- New stair chairs have been purchased; one will be available at each regional campus for classes there. New infant manikins for intubation and umbilical cord care have also been purchased.

**Curriculum/Course Update:**

- Will Isham reported that we are trying to make sure that every class is being taught the same between full-time instructors and adjuncts. A standard schedule and Blackboard shell was used this semester for EMT classes. EMR and AEMT will be worked with next along with EMT and AEMT online refreshers.

**RN to EMT Bridge:**

- John Connor reported that an RN to EMT Bridge class has been offered at NTC previously as a 50-hour course for RNs plus the NREMT exam. No clinical is involved. We are looking at offering it again with 30 hours online and the remaining hours to be done in the classroom for practical skills for NREMT and familiarity with the equipment. John is working with a site to offer a pilot program.

- Other bridge classes possible are RN to paramedic and medic to RN. We are also looking at an EMR to EMT bridge class. The committee encouraged NTC to investigate further.
- Traci Parlier and Will Isham mentioned credit for prior learning being a hot topic at the state such as nurses challenging the NREMT exam.

**State EMS Update:**

- John Connor reported on some legislation that has been proposed affecting EMS such as extending the renewal period for EMR through Paramedic from two years to four years, allowing EMTs to be endorsed as IV Technicians with short-term training but not having to take Advanced EMT, and allowing local credentialing with multiple departments.
- Refreshers were also discussed. Department that offer continuing education must be able to prove their material is creditable. John recommended that departments get their education approved through the WTCS. There was some discussion about NTC and departments partnering to offer training on various topics each month.

**Interdisciplinary Team Update:**

- Sara Gossfeld-Benzing commented that the Interdisciplinary Team holds regular meetings that include NTC staff in fire, EMS, Business & Industry, Continuing Education (CE), and Health. The Interdisciplinary Team has worked with NTC IT staff to be able to schedule and have people enroll in continuing education classes nine months to a year out. The registration process through the CE site will allow individuals to enroll and pay for classes or departments can enroll one or more individuals and request that the fees be third-party billed to the department.
- Continuing Education is working on offering an EMS seminar in mid-October. Information will be out as soon as it is finalized.

# ***Surgical Technologist Advisory Committee***

***April 20, 2017 4:30 p.m.***

***Wausau Campus – Center for Business & Industry, room 107***

***Meeting Date: April 20<sup>th</sup>, 2017***

***Program Name: Surgical Technologist***

## ***Attendees***

### ***Industry Members***

- Deb Haizel, OR-RN, Aspirus
- Alicia Lambrecht, RN, Ambulatory Surgery, Marshfield Clinic, Wausau Center
- Susan Parman, Clinical Educator Surgical Services/RN, Aspirus Wausau Hospital
- Kirsten Kilcoyne, Surgical Tech/NTC graduate, Eye Clinic Laser and Surgery Institute of Wisconsin, LLC

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

- Julie Osness-Thorson, Surgical Technologist Program Director
- Mauri Brueggeman, Associate Dean of Health Sciences
- Bobbi Lee, Administrative Assistant
- Jared Eggebrecht, Business Development Manager

### ***Other***

- Missy Lehman, NTC Surgical Technologist Student
- Carly Berg, NTC Surgical Technologist Student

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

- Governor Walker's most recent proposed budget could affect NTC. The proposal includes a tuition freeze for WTCS schools. It also includes \$5 million for WTCS schools that would be split between all 16 technical colleges.
- NTC has been focusing on STEM (Science, Technology, Engineering and Math) careers and will be building a STEM Center on campus in the future.
- NTC is a part of Achieving the Dream, a national movement that focuses on increasing access and success for students in higher education.
- The college is looking at diversity as a whole (across student body, faculty/staff, curriculums, programming, resources, etc.) and the SOHS (School of Health Sciences) is specifically working on integrating inclusiveness into the curriculum so students will be able to seamlessly meet patient needs when they are in clinical and beyond.
- Timberwolf Suites is being built in a corner of the block our campus is located on.
- Wisconsin Tech Connect is the WTCS resource for job postings. The college/state uses this site to determine the high demand field for across the state.
- Shelly Mondiek, current VP for Learning at NTC, has accepted the presidency at Mid-State Technical College and will start there in June.
- This has been a hard year for retention in the Surgical Tech program. Started the semester with 12 students and are now down to 6.
- Last year the program had 100% job placement and will likely be the same this year. There has been high recruitment this year with UW Hospitals and Clinics, St. Joseph's Hospital in Marshfield and Mayo Clinic all coming to campus to recruit Surgical Tech students.
- There are numerous Surgical Tech openings across the area and volumes at surgical sites are much higher.
- In the past, soft skill assessment was done as part of the clinical grade, there will now also be an assessment in the classroom and lab as well.
- Students are really enjoying the program, but one concern is what they should be doing during down times between surgical cases when they are in clinical.
- Surgical Tech program has had a high retention rate and graduation rate in the past. Customer satisfaction and instructional effectiveness has been ranked very high as well. One opportunity for the program to do better is to



counsel students ahead of them coming to NTC on general courses they need to take before starting the program. Another opportunity was regarding down time when students are on campus and this has already been rectified.

# **Radiography Advisory Committee**

**May 12, 2017 12:30 p.m.**

**Wausau Campus – Center for Business & Industry, room 107**

*Meeting Date:* May 12<sup>th</sup>, 2017

*Program Name:* Radiography

## **Attendees**

### **Industry Members**

- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Howard Graves, Imaging Services Manager, Aspirus Langlade Hospital
- Leahrae Gumz, Clinical Instructor – Aspirus Riverview Hospital
- Mary Helgeson, Team Lead, Aspirus Clinic
- Jason Romig, Clinical Instructor, Ministry Good Samaritan Health Center
- Mike Worzalla, Clinical Instructor Marshfield Clinic

### **NTC Staff:**

- Brandy Breuckman, Associate Dean of Continuing Education and Virtual College
- Mauri Brueggeman, Associate Dean of the School of Health Sciences
- Jared Eggebrecht, Business Development Manager
- Stacy Miller, Administrative Assistant
- Heidi Nichols, Radiography Faculty
- Marianne Rhodes, Radiography Program Director
- Amber Schuck, Radiography Faculty/Clinical Coordinator

### **Other**

- Josh Bowman, First Year Radiography Student

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

- The state budget proposal includes a tuition freeze for Wisconsin Technical College System (WTCS) schools and University of Wisconsin (UW) schools. The Governor also included \$5 million for WTCS schools that would be split between all 16 technical colleges in the state.
- Timberwolf Suites is being built on the Wausau campus to house Northcentral Technical College (NTC) and Medical College of Wisconsin Students. The suites are being constructed using no taxpayer dollars and are owned, being built, and being managed by a separate company per state statute.
- Wisconsin Tech Connect is the WTCS resource for job postings. Employers can post jobs and graduates or students looking for positions can post resumes and the site matches job seekers to job opportunities based on requirements or qualifications provided in the job position described.
- Sharon Cwikla, Director of Imaging Services with Aspirus Medford Hospital and Clinics and Howard Graves, Imaging Services Manager with Aspirus Langlade Hospital both shared that their areas are in critical need of respiratory therapists and have had positions open for a long time.
- The Radiography Program has only been able to accept 19 students due to clinical site limitations. Riverview Hospital in Wisconsin Rapids and the Doctors clinic is being explored as another clinical site to increase program capacity to 20 students.
- In the past students went to Aspirus Wausau Hospital for two weeks of surgical rotations. For future cohorts, they will only be assigned for one week so they have more time practicing hands on skills related to surgery for the second week at their home site.
- 13 NTC students attended the Radiography Symposium and felt that it was a great opportunity for learning.
- Radiography is looking at creating an optional pathway to complete Computed Tomography (CT) classes in conjunction with the radiography curriculum. This pathway will work best for students that have completed their general education credits before beginning the Radiography program. This pathway is being created based on

feedback that students being educated in more than one modality is very important. The advisory members agreed that adding CT education would be valuable.

- The radiography program is aligning curriculum across all Wisconsin Technical College System (WTCS) schools. All of the schools should have the same above the line curriculum, which means that they have to have the same credits, competencies, course descriptions, etc. The curriculum is written based on accreditors, licensing bodies, and best practices. Mauri Brueggeman, Associate Dean of health at NTC, is facilitating the curriculum alignment for the entire state with the help of NTC's radiography faculty.
- The Radiography Assessment Committee is continuing to analyze data regarding the HESI entrance exam. In the cohort accepted to start fall 2017 there are about half the students that are below the 84% mark. Any student scoring below and 84% has to work with their advisor, to remediate in those topics before registering. If they are struggling she will help connect them with a tutor.
- Employer surveys of graduates have said that students need work on their communication skills. The scores that the assessment committee uses to measure communication are over the 99% mark so the committee sees that the students are meeting these benchmarks while employer feedback does not agree. Advisory members were provided a survey regarding communication. The questions are intended to help break down where the gaps in communication are occurring.
- Over winterim NTC upgraded the Phillips x-ray room. They updated the software and purchased a Digital Radiography (DR) plate. They replaced the chest wall stand and they have added a new Phillips DR portable machine.
- Virtual College is currently offering CT and Magnetic Resonance Imaging (MRI) certificates. They are looking at adding continuing education (CE) modules to the advanced imaging offerings. The group was asked to give feedback about their preferred delivery of CE. There were mixed opinions in the group as some preferred all day in person courses or conferences, while others liked the flexibility of online learning.
- The committee discussed what types of advanced imaging CE would be valuable to them. Topics discussed were mammography, bone density, and informatics systems.
- The Radiography Advisory Committee is working on adding an advisory chairperson.

## **Geriatric Advisory Committee**

**April 21, 2017 12:00 p.m.**

**Wausau Campus – Center for Business & Industry, room 109**

**Meeting Date:** April 21<sup>st</sup>, 2017

**Program Name:** Geriatric

### **Attendees**

#### **Industry Members**

- Leslie Ross, Member Support Manager, Community Link
- Margie Hackbarth, Service Line Administrator, Aspirus Healthy Aging
- Dr. Mike Malone, Geriatrician, Aurora Senior Services
- Brenda Leiskau, HR/Recruiter, Interim Health Care
- Bettina Peters, Local Project Manager, Good News Project

#### **NTC Staff:**

- Candy Weinzinger, Geriatric Program Director
- Laura Hoffmeister, CNA Program Director
- Lorraine Zorowski, Dean, School of Health Sciences
- Tammy Gorski, Human Services
- Bobbi Lee, Administrative Assistant
- Mary Thao, College Advising Specialist
- Tricia Miller, College Advising Specialist
- Jared Eggebrecht, Business Development Manger
- Mick Dirks-Luebbe, Director of Grants

#### **Other**

- Jean Burgener, retired industry member

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

- NTC is developing a new Telehealth Program that will be ready spring 2018. This may also include Telepharmacy in the future.
- NTC is developing a Pharmacy technical diploma and associate degree that will be ready in fall 2018. There will be a lab constructed on the 3<sup>rd</sup> floor of the School of Health Sciences (SOHS) for this program.
- All health students participated in a poverty simulation with the Medical College of Wisconsin this spring. Late next fall NTC will hold another simulation that will also include the health and human services students.
- SOHS is currently working with Business and Industry and Grants and Contracts for the Senior CNA pilot-55 and older. There is a class running right now with three students. It has been difficult to recruit as students need to be employed to qualify for grants. There is a new DHS grant coming out where students will not have to be connected to an employer and the hope is to get more students that way.
- NTC will be constructing a STEM (science, technology, engineering and math) center during the summer and fall semesters in the main building on campus.
- Shelly Mondeik, current VP of Learning at NTC, has accepted the presidency at Mid-State Technical College and will start there in June. She has contributed a lot to NTC and we are very happy for her. Dr. Weyers is the interim VP of Learning.
- Geriatric Care Specialist is a technical diploma that encompasses the social services role as well. Last year there were nine students, this year there are five. There will be jobs for these people as there is currently a social worker shortage and some employers are changing their positions from social worker to case manager.
- NTC now has the Advanced Geriatric Experience (AGE), which is a simulation on our Mobile Lab. It is available to take to facilities or events and is free of charge until March 2018. All students go through the Virtual Dementia simulator, the Aging simulator is more physical. It has an aging suit, tremor gloves, headphones to simulate tinnitus, glasses to simulate glaucoma and more. It really give students a good idea of what some older people

that have these issues are going through. A tour of the Mobile lab was available for interested committee members.

- NTC offers Dementia Care and End of Life technical certificates and also Geriatric Nursing Advanced and Allied Health Geriatric Advanced technical certificates. There is a billboard by North Central Health Care and along Highway 29 and also an ad in the City Pages for these programs. NTC also sent out postcards to a list Nursing and Allied Care professionals that was provided by the State. NTC has a plan for sustaining the Geriatric programming by submitting for grants to pay for the tuition and fees, marketing and adding an Associate Degree program.
- Lorraine Zoromski, Dean of Health Sciences, encouraged committee members to sign a letter of support for an associate degree in Gerontology.
- Leadercast will be held May 4<sup>th</sup> in the auditorium and Acute Care for Elders (ACE) conference will be held on November 10<sup>th</sup>.
- The most common industry trend is shortage of workers. With a shortage of workers some assisted living facilities are no longer taking new patients. Patients are then staying home and if/when they do come in to the hospital, their cases are much more critical and complex. There is a growing trend of family members taking care of the elderly at home instead of working outside the home.

# **Certified Nursing Assistant Advisory Committee**

**May 5, 2017 @ 12:00 pm**

**Wausau Campus – Center for Business & Industry, room 107**

Meeting Date: May 5<sup>th</sup>, 2017

Program Name: CNA

## **Attendees**

### **Industry Members**

- Ann Faehling, Director of Nursing, Homme Home for the Aging
- Brad Beranek, HR Recruiter, North Central Health Care
- Natasha Sayles, Program Director and Interim Director of Nursing, North Central Health Care
- Debbie Trossen, Director of Residence Services, Bell Tower Residence
- Megan Duda, Director of Nursing, Colonial Center
- Petti Mannel, Residence Director, Our House Senior Living
- Brenda Leiskau, Human Resources, Interim Health Care
- Terri Danen, Aspirus Medford Hospital and Clinics
- Tammy Siroin, Administrator, Rib Lake Health Services
- Jill Scutkowski, Assistant Director of Nursing, Pine Crest Nursing Home

### **NTC Staff:**

- Jennifer Sperl, CNA Faculty
- Julie Webb, CNA Faculty
- Laura Hoffmeister, CNA Program Director
- Ann Bauch, CNA Faculty
- Bobbi Lee, Administrative Assistant
- Dr. Lorraine Bjork-Zoromski, Dean of Health Sciences
- Jared Eggebrecht, Business Development Manger

### **Other**

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

- Timberwolf Suites is currently under construction. There have been some delays, so fall 2017 students will be staying at the Plaza and will be shuttled to campus. So far 167 students have shown interest in on-campus housing.
- Wisconsin Tech Connect is the WTCS resource for job postings.
- Two new offerings for virtual college are Medical Coding Specialist and Health Care Business Services. Geriatric Care Specialist is a one year technical diploma that is fully online and available in virtual college as well. Health Navigator is a 2 year associate degree that started this spring and is almost fully online, students only need to complete a small clinical portion in their final semester. Pharmacy Tech and Pharmacy Services will hopefully be ready by fall 2018. Other health courses that were mentioned were Digital Literacy for Healthcare, Culture of Healthcare and Medical Imaging for Healthcare Professionals.
- All industry members present had job openings and most of those job openings are on night shift, as that seems to be the hardest shift to fill. Facilities have been implementing new strategies to help with retaining employees. New orientations, checking in with new classes halfway through class and at the end of class to see how things are going, stopping mandating, paying for new employees classes and giving incentives for those that pick up shifts.
- The program currently has an 89% completion rate.

- There will be an accelerated CNA course offered this summer starting June 1<sup>st</sup>. This is a 3-4 week for highly motivated students. The course will have 32 hours online instead of 17 and there is more testing in the online portion to keep students accountable.
- NNAAP testing is now done through Pearson Vue and Credentia. They have the testing schedule out as far as September.
- Career Pathways from CNA to Medication Assistant were discussed. There will be a Medication Assistant class this summer with more information forthcoming. Another pathway is CNA to LPN to RN. There are also classes in wound care and geriatrics.
- Online hours of the course are changing from 17 hours to 32 hours. This will make classroom and clinical shorter.
- There will be improvements made to the Center for Geriatric Education (CGE). The upstairs space will be changed from 1 lab to 2 labs so more classes can be run at the same time. Some classes will be moved to the School of Health Sciences (SOHS) building until the updates are finished.
- The Wisconsin Caregiver Career Program is a program to help recruit, train and retain nurse aides. The program is still in development, but the State of Wisconsin is investing \$2.3 million to this program, hoping to add up to 3,000 nurse aides to the workforce. It will offer training and testing to students at no cost and also implements a \$500 retention bonus for nurse aides after six months on the job.
- Acute Care for Elders (ACE) conference is scheduled for November 10<sup>th</sup>.
- May 20<sup>th</sup> there will be an in-service for all Adjunct Instructors.

## **Nursing Advisory Committee**

**April 27, 2017 7:30 am**

**Wausau Campus – Center for Business & Industry, room 127**

Meeting Date: April 27<sup>th</sup>, 2017

Program Name: Nursing

### **Attendees**

#### **Industry Members**

- Deb Allar, Assistant Director of BSN at Home Options Program, UW Oshkosh
- Jackie Frombach, Regional Clinic Director – Norwest Region, Aspirus Clinics
- Deb Feldbruegge, Academic Advisor, Upper Iowa University
- Mindy Meehean, Director of Nursing, Pine Crest Nursing Home
- Mary Moore, Supervisor Organizational Development, Aspirus Langlade Hospital
- Julie Riemer, Nurse Recruiter, Aspirus Wausau Hospital

#### **NTC Staff:**

- Craig Bernstein, Business Development Manager
- Stacy Miller, Administrative Assistant
- Marlene Roberts, Nursing Faculty, Students Coordinator
- Luann Theis, Nursing Program Director
- Dr. Lorraine Zoromski, Dean of the School of Health Sciences

#### **Other**

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

- The School of Health Sciences (SOHS) at Northcentral Technical College (NTC) has begun its Health Navigator Associate's Degree. The cohort started with 12 students and a few have decided not to continue the program.
- NTC is currently offering many Geriatric education opportunities. There are currently two local certificates in End of Life Care and Dementia. They are also offering Nursing and Allied Health advanced technical certificates in the spring and summer. All of these options are offered online.
- The SOHS will be starting a Pharmacy Services Management Associate's Degree and Pharmacy Technician Technical Diploma starting in spring 2018. An instructor for Pharmacy will be hired at the end of the year and courses will begin after that.
- NTC is constructing the Timberwolf Suites to house NTC and Medical College of Wisconsin Students. They will open in spring 2018.
- The advisory members shared that there are many openings for Registered Nurses and Certified Nursing Assistants in the field. Employers are looking at new ways to get applicants in and retain employees.
- Student Services has started a K-12 pilot program for Dental and Nursing programs to bring more students in. Current high school seniors can choose to petition for their program before they graduate from High School. They would then do regular HESI testing for admission. If they get scores high enough to enter the program, they would be accepted contingently based on their high school graduation and completion of some prerequisites during the summer.
- There has been a trend of lower commitment and professionalism among some of the younger students and students straight out of high school. A Succeeding in Nursing course is recommended to all new nursing students to address and educate the student on these issues.
- The Nursing Program will accept 64 students for Fall 2017. The SOHS will be hiring another full-time nursing instructor due to the growth of the program. The instructor will be required to have completed a Master's Degree Program. NTC is also looking to hire adjunct instructors for nursing.



- There will be community-based hours added as part of the Mental Health rotation in which nursing students participate. A three-day experience with more vulnerable populations will be implemented. Students will be able to request a site that interests them. Some examples of areas would be the methadone clinic, Bridge Community Health Clinic, Public Health, Hospice, and Lincoln Hills Correctional School.
- The Nursing Program is looking to bring back a portion of preceptorship for fourth-semester students. The preceptorship would be about 40 hours total over an average of four weeks.
- The state is working on creating curriculum for a pathway from Military Medic to Registered Nurse. The curriculum is being developed as modules. These modules will be self-directed and online. They will cover gaps in competencies. As a final step, whichever college they apply to, they will have a hands-on portion at that college. Upon completion, they will begin as a third-semester nursing student.
- NTC is working on completing a Telehealth Program. The first course is in development and should be ready for fall 2017. By spring 2018, there will be a Telehealth Certificate available. The SOHS has purchased Telehealth Equipment to support this programming.
- The advisory members discussed massage therapy, aromatherapy, acupuncture, and other holistic healthcare therapies. NTC completed a labor market data analysis on massage therapy and found that the area does have a need for this type of education. NTC will continue to keep its eye on these developments and stay ahead of the curve on education needs in these areas.

## **Paramedic Advisory Committee**

**May 3rd, 2017 12:00pm**

**Wausau Campus – Center for Business & Industry, room 107**

Meeting Date: May 3rd

Program Name: Paramedic

### **Attendees**

#### **Industry Members**

- Dr. Mark Mirick – Aspirus Wausau Hospital
- Chief Scott Habeck – City of Wausau Fire Department
- Scott Krause – City of Merrill Fire Department
- Jon Winter – Wausau School District Career and Technical Education Coordinator
- Jose Livingston – Aspirus
- Seth Dahlke – Clinical Education ED, Staff Nurse , Aspirus Wausau Hospital ER

#### **NTC Staff:**

- Jared Eggebrecht , Business Development Manager
- Will Isham, Fire/EMS
- Andy Schlagel
- Traci Parlier
- Lorraine Zoromski, Dean of Health Sciences
- Stacy Miller, Administrative Assistant of Health Sciences

#### **Other**

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

- Northcentral Technical College (NTC) is constructing the Timberwolf Suites to house NTC and Medical College of Wisconsin Students. The suites will be open in Spring 2018.
- NTC will be building a STEM lab focusing on Science, Technology, Engineering, and Math in hopes of getting more students in the science pipeline.
- The School of Health Sciences (SOHS) has begun its Health Navigator Associate’s Degree. The program is currently starting every spring but will be reviewed to see if it is necessary to accept students to begin in both the fall and the spring semesters.
- The SOHS will be starting a Pharmacy Services Management Associate’s Degree and Pharmacy Technician Technical Diploma starting in Spring 2018.
- NTC is currently offering many Geriatric education opportunities. They currently have two local certificates in End of Life Care and Dementia. They are also offering Nursing and Allied Health advanced technical certificates in the spring and summer. All of these options are offered online.
- Wisconsin Tech Connect ([www.wisconsintechconnect.com](http://www.wisconsintechconnect.com)) is a website that allows employers to post jobs and be matched with candidates from all 16 Wisconsin Technical College System (WTCS) colleges.
- The advisory committee reviewed and affirmed the Paramedic Program Goal.
- Traci Parlier, the Paramedic Program Director, proposed a change from 15 patient contacts in the Medical and Syncope areas, to 5 total patient contacts. The committee decided that any streamlining of the requirements helps the students and cuts down on confusion. Everyone agreed that they should leave Medical/Syncope as an option for students to record as a patient contact, but have no number requirement.
- The Paramedic Program will no longer require a certain number of hours to be completed to complete the program. The requirements will be solely based on patient contact numbers. NTC will still provide hour guidelines

so that the departments can put the students on shifts and estimate how much time it will take to complete the patient contacts.

- LeeAnn Isham-Her is currently the School of Health Sciences Simulation Lab Manager. She is an equipment and simulation specialist and will now be working with the paramedic faculty to program high-fidelity mannequins for paramedic scenarios.
- As of 2017, there are changes for those seeking paramedic registration through the National Registry of Emergency Medical Technicians (NREMT). There used to be 12 pass/fail stations in the exam. Now there are 6 stations and one 20 minute out of hospital scenario.
- The paramedic team is working on making consistent/structured scenarios to meet the needs of 15 different categories. There will be 10 scenarios with increasing levels of difficulty from 1 to 10. This helps take the guesswork out of knowing the complexity of the scenario and what pathways are to be followed.
- Updates were shared regarding new equipment that is being purchased for the Paramedic Program. They will purchase a Zoll X and LIFEPAK 15 monitor. They will also purchase a Caesar high fidelity simulator made specifically for Emergency Medical Services (EMS).
- NTC offered a Critical Care Paramedic and Paramedic Refresher course this spring. Everything for the Paramedic Refresher is online and is paired with the Critical Care Paramedic course.
- Dr. Mirick, Aspirus Wausau Hospital Emergency Medicine, updated the committee on Community Paramedic legislation and the Aspirus Health Foundation pilot study. The findings showed that the community paramedic did reduce the readmission rates for Chronic Obstructive Pulmonary Disease (COPD) and pneumonia. The legislature has passed bill 151 for Community Paramedics. The language is such that the monies will probably come from Medicare and Medicaid funds to pay for these services.
- A new pilot program has been started by Dr. Caitlin Harris and focuses on community medicine. This is a small study with two patients and focuses on patients that over-utilize paramedic and hospital services.
- NTC is currently offering a Paramedic to Registered Nurse (RN) Bridge. The advisory was asked if they felt there was a need for an RN to Paramedic Bridge. The advisory agreed that this would be a good pathway to add, although they do not imagine the numbers for the bridge to be very large.
- Many changes at clinical sites have made it difficult to find placement for students for Clinical 1. Traci discussed different options for scheduling and preceptor training to make the entire clinical process smoother for NTC and the clinical sites.

# Medical Lab Technician/Phlebotomy Advisory Committee

May 1, 2017 5:30 PM

Wausau Campus – Center for Business & Industry, room 124

Facilitator: Laura Ahonen

Recorder: Bobbi Lee

## Attendees

### Industry Members

- Erin Rodgers, Manager of Laboratory Support Services at Aspirus Wausau Hospital
- Julie Seehafer, Marshfield Labs Education Director at Marshfield Clinic
- Mike Lawton, Manager of Laboratory Services at Aspirus Langlade Hospital
- Shelley Meyer, Technician at Aspirus Langlade Hospital
- Sylvia Lambrecht, Technical Director MT, Blood Center of Northcentral Wisconsin
- Dawn Barten, CLS Program Director, UW Stevens Point
- Tonia Sromek, MLT/POC Coordinator, Aspirus Medford Hospital Lab
- Staci Buatti, Specimen Processing Lab Associate, PreventionGenetics
- Alaina LaPorte, MLS, Marshfield Labs and Adjunct Instructor for NTC

### NTC Staff:

- Rich Wilkosz, Science Faculty
- Laura Ahonen, MLT/Phlebotomy Program Director
- Mauri Brueggeman, Associate Dean of Health Sciences
- Valerie Natzke, MLT/Phlebotomy Faculty
- Craig Bernstein, Business and Industry
- Bobbi Lee, Administrative Assistant

### Other

- Michelle Becker-Fritsche, Current MLT Student at NTC

## Agenda Item 1:

Presenter: Laura Ahonen

Discussion: Welcome and Introductions

Laura Ahonen, Medical Lab Technician (MLT)/Phlebotomy Program Director at Northcentral Technical College (NTC), welcomed all committee members to the meeting and asked them to introduce themselves.

Action(s):

•

Person(s) Responsible:

•

Due Date(s):

•

## Agenda Item 2:

Presenter: All

Discussion: Review of minutes from last meeting, November 7, 2016.

Committee members reviewed the minutes from the last meeting, no changes given.

Action(s):

•

Person(s) Responsible:

•

Due Date(s):

•

## Agenda Item 3:

Presenter: Mauri Brueggeman

Discussion: College-Wide Initiatives

Mauri Brueggeman, Associate Dean of Health Sciences at NTC, focused her discussion on college wide initiatives and divisional updates.

Budget for the college would be affected by the Governor's most recent proposed budget. The proposal includes a tuition freeze for WTCS schools and UW schools; the Governor also included \$5 million for WTCS schools that would be split between all 16 technical colleges in the State. The budget has to go to committee and we could see changes made to the plan for the upcoming 2 years.

NTC has been focusing on STEM careers and will be creating a STEM Center on campus in the future. This will likely be a project based space for Science, Information Technology, Engineering and Math based courses focused on innovative project design opportunities.

NTC is part of Achieve the Dream which is a national movement that focuses on increasing access and success for students in higher education. Attrition in our medical programs can be a challenge and we are looking at the best way to retain more students while maintaining the quality of students for our programs.

The college is looking at diversity as a whole (across student body, faculty/staff, curriculums, programming, resources, etc.) and the School of Health Sciences (SOHS) is specifically working on integrating inclusiveness into the curriculum. Programs are introducing topics of diversity to students and how that affects patient care related to age, race, sexual orientation, religion, etc. so students will be able to seamlessly meet patient needs when they are in clinical and beyond.

Timberwolf Suites is being built in a corner of the block our campus is located on. The flyer provided has details about the suites along with a floor plan on the back side. The suites are being constructed using no taxpayer dollars and are owned, being built, and being managed by a separate company per state statute; WI technical colleges cannot operate a dormitory according to the law.

Wisconsin Tech Connect is the WTCS resource for job postings. Employers can post jobs and graduates/students looking for positions can post resumes and the site matches job seekers to job opportunities based on requirements or qualifications provided in the job position described. The college/state uses this site to determine the high demand fields across the state. The handout provided during the meeting had instructions for employers on how to post positions.

Shelly Mondeik, current VP for Learning at NTC, has accepted the presidency at Mid-State Technical College and will start there in June. Shelly has made a lot of positive improvements at our school and we will be sad to see her go.

<i>Action(s):</i>	<i>Person(s) Responsible:</i>	<i>Due Date(s):</i>
•	•	•

### **Agenda Item 4:**

*Presenter:* All

*Discussion:* Instructional Area/Program

**A. Industry Trends**

No trends were discussed. Laura inquired if anyone has ever heard of the AAB Board of Registry through the American Association of Bioanalysts. Julie Seehafer, Marshfield Labs Education Director at Marshfield Clinic, informed the group that this is used very rarely for certification and is not widely recognized. Per the AAB website, only 11 states recognize the ABOR (AAB Board of Registry) exam (Wisconsin is not one of these states). The other 38 states use CLIA regulations for laboratory testing personnel.

**B. Curriculum/Assessment**

- a. MLT Program Assessment**
  - i. Review 2016 ASCP Exam results**

Results of ASCP exams provided show that the MLT program had 5 students in 2016 and 100% pass rate with a mean score of 635. The national mean is 499 and the minimum passing score is 400.

**b. Phlebotomy Program Assessment**

**i. Review 2016 ASCP Exam Results**

Results of ASCP exams provided show that the Phlebotomy program had strong scores, there were just a low number of students taking the exam. There were two students that took the test with 100% passing rate, mean score was 649 and the national mean score is 528. The exam fund that was started by MLT faculty through the foundation will be offered to both MLT and phlebotomy students, \$200 to each MLT student and there will be money left over to pay for phlebotomy students as well. Valerie Natzke, MLT/Phlebotomy Faculty, has given the students applications for scholarships. Laura questioned which facilities require the exam to be taken before hire. Ministry does require the exam and Aspirus does not; however, that may be changing for Aspirus. The question was raised if facilities pay more for certified employees and Marshfield Clinic does, they have Phlebotomy I and Phlebotomy II per Julie. Erin Rogers, Manager of Laboratory Support Services at Aspirus Wausau Hospital, recommended that students are encouraged to take the exam, as most facilities in bigger cities require certification. It was also mentioned that if two candidates were equal, the employer would pick the candidate that was certified.

**C. Program Information**

**a. Program Updates**

**i. Phlebotomy**

**1. Enrollment, Spring 2017**

Phlebotomy had a full class of 10 students for spring 2017 and 9 of those students were successfully moved to clinical. Two students have completed their clinical, while the others are still completing. As most students have not finished clinical there is no feedback to report as of yet.

**2. Clinical site feedback**

Clinical site feedback from fall 2016 and so far in spring 2017 was all positive with one exception. Students are enjoying their experience as well. Customer focus and customer care is now a big part of classes. It is expressed to students that they are the professional "face of the business".

**3. Regional Campuses and Phlebotomy Clinical Site Placements**

For fall 2017 NTC is offering phlebotomy at both Medford and Antigo and the one with the most enrollment will be the place where the class is offered. Question was raised if there should be two classes in Wausau instead. Laura mentioned the Renal program starts in the fall and will include the phlebotomy program as an embedded diploma. What if students want phlebotomy only but want to stay in Wausau? There has always been one regional cohort and one Wausau cohort, sometimes enrollment can be challenging. With phlebotomy being embedded in the renal program students can get 3 technical diplomas in one year and the phlebotomy program would then be financial aid eligible. These students will be multi-faceted and can do what the employer needs. Mauri informed the group that our district has the highest need for financial aid. Students that may not have taken phlebotomy in the past due to financial issues might be able to take it now. The question was asked if these students would be able to work and go to school at the same time. Laura disclosed that classes are on Tuesday and Thursday from 10-4. There was discussion on changing the times from 8-2 or to night classes so students would be able to work, right now classes are in the middle of the day and students wouldn't be able to work 1<sup>st</sup> or 2<sup>nd</sup> shift. There was also discussion on recruitment; any ideas are welcome.

**i. MLT**

**1. New Student Enrollment**

The program usually starts with twelve students and it has been a challenge to fill the 12 spots this semester. Recruitment efforts will include hosting high school science teachers for a day at NTC so we can showcase what we are doing here; we will also have the Health Academy where high school students can get college credits while in high school. The group discussed different ways to get students interested in the program early. MLT is now the featured program on the front page of the NTC website. Also discussed job shadowing for high school students and whether or not high school students can take phlebotomy or do they have to be 18 years old. The window is still open to apply, another HESI test will be administered in June.

**2. Enrollment, current students**

Currently the program has nine 1<sup>st</sup> semester students and seven 2<sup>nd</sup> year students. It has been a very successful year for clinical as each student gets to see a minimum of four different sites. Two of the students have jobs after graduation, of the other five students one is just applying, one is going to UWSP and the other three are unsure. This Friday students will be doing mock interviews with Aspirus and Marshfield Clinic. The students can get valuable feedback on how their interview went.

**3. Clinical updates**

Employers stated that clinical is going well. Some employers wondered how soon the current students are pushed to apply for positions and stated that some students seem very nervous about applying. The students are told to apply as soon as there is an opening, even if they have school left as employers will “hold” a spot for the right candidate. The students do have mock interviews coming up, the question was raised if the interviews should be sooner. Employers also mentioned for those students that have applied and not heard anything to please follow up with HR to see if their application is going through; many facilities have numerous openings and receive many applications.

**b. Graduation Placement (see item #2, above)**

**c. MLT club**

**i. ASCLS Conference Updates**

Michelle Becker-Fritsche, current MLT student, informed the committee that the NTC team did fairly well in the quiz bowl. They were ahead the whole time and got beat at the very end. Each member of the team made a poster and presented on a case. Michelle got 1<sup>st</sup> place on her presentation of CLL. There were 119 posters, 22 in MLT. Second year students will be presenting their case study posters to first year students this Friday. Upcoming club events include a blood drive on 05/02, fund raisers, and speakers lined up for next year.

**D. Equipment Facilities**

- a.** Will be purchasing another phase microscope with camera system, per feedback from Micro Sim (below).

**E. Focus Discussion Items**

**a. Recap of Microbiology Simulation from January 2017**

This is a new simulation that was held the first time this year. Alaina LaPorte, MLS, Marshfield Labs, was the instructor along with Laura Krznarich, MT at Marshfield Labs. The simulation was set up as if it was a large microbiology lab. There was a bench for urines, fecal and blood cultures, gram stains and wet mounts, aerobes 1, and aerobes 2. The students had flow charts on how to work up a culture. The students got practice on critical values and working on their phone etiquette when calling things in. After the simulation they did an evaluation to see what needed to be edited for next year. The students loved that the simulation was taught by a working micro tech instead of a professor. The also loved the flow charts and that the day was started with a huddle and review session of how the day was going to go. One challenge was that they ran short of media due to bad weather. They could also use additional instructors to allow for two instructors each morning. Let Laura know if you or any staff are interested. Techs that want to teach need a two year degree, be working in a medical lab and have worked the bench for at least 3 years.

Michelle did her microbiology clinical and it went really well. The lab did not have multiple benches, they just worked each group of plates, one at a time. She was exposed to different aspects like mold

and TB and states she knew what steps to take in order to identify them. Laura informed the group that for next year's simulation, they will have fewer cultures and will run one group at a time. The way it was set up for the first year was too much with all of the benches running at once. The simulation will be during winterim next year, approximately January 8<sup>th</sup>-24<sup>th</sup>. The program would like to give a huge thank you to Aspirus for allowing us to utilize their old specimens. The simulation could not have happened without them.

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

- a. Medical Laboratory Continuing Education Conference 10/13/17.

The auditorium has been secured for this conference. The conference that was scheduled for a Saturday last year did not get attendance, so it has been changed to a Friday this year based on Advisory committee feedback at the Fall 2016 meeting. Speakers have not been acquired yet, anyone that would like to help with this please see Laura. Laura informed the committee that she is trying to become more involved with the ASCLS and is on the slate to become the President for this region, which may helpful in planning for the conference.

Craig Bernstein from Business and Industry handed out folders to the committee members. B&I can come onsite to help with any needs a company has for training and they can customize the trainings to a specific issue. There are WAT (Workforce Advancement Training) grants available.

<i>Action(s):</i> • Check on 2 year degree qualification for teaching	<i>Person(s) Responsible:</i> • Laura Ahonen	<i>Due Date(s):</i> •
--	---	--------------------------

**Agenda Item 5:**

<i>Presenter:</i> All		
<i>Discussion:</i> Other Items		
A. Other items		

<i>Action(s):</i> •	<i>Person(s) Responsible:</i> •	<i>Due Date(s):</i> •
------------------------	------------------------------------	--------------------------

**Agenda Item 6:**

<i>Presenter:</i> All		
<i>Discussion:</i> Future Agenda Discussions/Next Meeting Date & Time		
The next meeting will be held at 5:30 pm on Monday, November 6, 2017.		

<i>Action(s):</i> •	<i>Person(s) Responsible:</i> •	<i>Due Date(s):</i> •
------------------------	------------------------------------	--------------------------



## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 1, 2017

Program Name: Medical Laboratory  
Technician/Phlebotomy

### Attendees

#### Industry Members

- Erin Rodgers, Manager of Laboratory Support Services at Aspirus Wausau Hospital
- Julie Seehafer, Marshfield Labs Education Director at Marshfield Clinic
- Mike Lawton, Manager of Laboratory Services at Aspirus Langlade Hospital
- Shelley Meyer, Technician at Aspirus Langlade Hospital
- Sylvia Lambrecht, Technical Director MT, Blood Center of Northcentral Wisconsin
- Dawn Barten, CLS Program Director, UW Stevens Point
- Tonia Sromek, MLT/POC Coordinator, Aspirus Medford Hospital Lab
- Staci Buatti, Specimen Processing Lab Associate, PreventionGenetics
- Alaina LaPorte, MLS, Marshfield Labs and Adjunct Instructor for NTC

#### NTC Staff:

- Rich Wilkosz, Science Faculty
- Laura Ahonen, MLT/Phlebotomy Program Director
- Mauri Brueggeman, Associate Dean of Health Sciences
- Valerie Natzke, MLT/Phlebotomy Faculty
- Craig Bernstein, Business and Industry
- Bobbi Lee, Administrative Assistant

#### Other

- Michelle Becker-Fritsche, Current MLT Student at NTC

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

- The budget for the college would be affected by the Governor's most recent proposed budget. The budget proposes a tuition freeze and also \$5 million to be split among all 16 WCTS schools.
- NTC has been focusing on STEM (science, technology, engineering and math) careers and will be creating a STEM center in the main campus building.
- NTC is a part of Achieve the Dream which is a national movement that focuses on increasing access and success for students in higher education.
- The college is looking at diversity as a whole (across student body, faculty/staff, curriculums, programming, resources, etc.) and the School of Health Sciences (SOHS) is specifically working on integrating inclusiveness into our curriculum.
- Timberwolf Suites is being built in a corner of the block our campus is located on.
- Wisconsin Tech Connect is the WTCS resource for job postings. Employers can post jobs and students/graduates looking for positions can post resumes and the site matches job seekers to the job opportunities based on requirements or qualifications provided in the job position described.
- Shelly Mondeik, current VP for Learning at NTC, has accepted the presidency at Mid-State Technical College and will start there in June. Shelly has made a lot of positive improvements at our school and we will be sad to see her go.
- Results of 2016 ASCP exams show that the MLT program had 5 students in 2016 with a 100% pass rate and a mean score of 635. The national mean is 499 and the minimum passing score is 400. The committee expressed their satisfaction and noted that mean score and the increase from past years was impressive.
- Results of the 2016 ASCP exams show that the Phlebotomy program had 2 students and 100% pass rate with a mean score of 649. The national mean score is 528.

- The exam fund that was started through the NTC foundation will be available to both MLT and Phlebotomy students. With \$200 for each MLT exam there will be enough money to give to Phlebotomy students as well. Ministry does require the exam and Aspirus does not; however, that may change for Aspirus in the future. Marshfield Clinic pays more for certified employees and in bigger cities it is a requirement.
- Phlebotomy had a full class of 10 students for spring 2017 and 9 of those students moved on to clinical.
- Clinical site feedback from fall 2016 and so far in spring 2017 has been all positive with one exception. Customer focus and customer care is now a big part of classes.
- The updated Renal Dialysis Technical Diploma program starts in the fall and will have phlebotomy embedded in the program. This will make Phlebotomy financial aid eligible and will allow students to potentially graduate with 3 Technical Diplomas in one year (Renal Dialysis, Phlebotomy, and Nursing Assistant).
- MLT program usually has 12 students per cohort and has been hard to fill this semester for the fall start. The window to apply is still open and there will be a HESI test held in June for students interested in MLT.
- Currently the MLT program has nine 1<sup>st</sup> semester students and seven 2<sup>nd</sup> year students. Each 2<sup>nd</sup> year student gets to see at least 4 different clinical sites. Two of these students have jobs for after graduation, one student just started applying, one student is going on to UWSP and the other three are undecided.
- Second year MLT students went to the ASCLS conference where they competed in a quiz bowl, made posters and presented on a case. Committee member Michelle Beck-Fritsche earned 1<sup>st</sup> place on her presentation of CLL. The 2<sup>nd</sup> year students will be showing the 1<sup>st</sup> semester students their presentations this Friday. Upcoming club events include a blood drive, fund raisers and speakers lined up for next year.
- The Microbiology simulation is a new simulation that was held for the first time this fall. Alaina LaPorte, MLS, Marshfield Labs and Laura Krznarich, MT at Marshfield Labs were the instructors. The simulation was set up as if it was a large microbiology lab. The students loved that it was taught by working techs, the flow charts and that they started each day with a huddle and review of the schedule for the day. The simulation will be held next year during winterim, approximately January 8<sup>th</sup>-24<sup>th</sup>.
- The Medical Laboratory Continuing Education Conference will be held on Friday, October 13, 2017 in the auditorium in the SOHS. Laura is trying to become more involved with ASCLS and is on the slate to become the next president. Speakers have not be contacted yet, anyone available to help, please see Laura.



Board of Trustees Meetings/Upcoming Events - 2016-2017

Date	Event	Douglas Faragher	Tom Felch	Kristine Gilmore	Lee Lo	Douglas Moquin	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe	
<b>2016</b>											
<b>July 11</b>	<b>Regular Monthly Meeting (Wausau – CBI 110)</b>	<b>MONDAY</b>	E	X	X	X	X	X	E	X	X
July 14-16	WTC District Boards Assn. Summer Meeting (NTC - Wausau)			X	X	X	X	X		X	X
<b>August 9</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	E	X	X	E	X	X	
<b>Sept. 20</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	X	X	E	X	X	
Oct. 5-8	ACCT National Congress (New Orleans, LA)					X					
<b>Oct. 18</b>	<b>Regular Monthly Meeting (Antigo Campus)</b>	<b>TUESDAY</b>	X	E	E	X	X	X	X	X	
Oct. 27-29	WTC District Boards Assn. Fall Meeting (MATC - Milwaukee)										
Nov. 17	NTC Foundation Scholarship Reception (Wausau 4:00 – 5:30)										
Nov. 28	NTC Foundation Regular Meeting 4:00 – 5:30 (Boardroom)										
<b>Dec. 6</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	E	X	X	E	X	X	X	X	
Dec. 10	Mid-Winter Commencement			X	X		X	X	X	X	
<b>2017</b>											
<b>Jan. 10</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	E	X	X	E	X	E	X	X	
Jan. 11-13	WTC District Boards Assn. Legislative Seminar and Meeting – Concourse Hotel, Madison					X	X				
<b>Feb. 14</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	X	E	E	X	X	
Feb. 14-17	ACCT National Legislative Summit (Washington, DC)										
<b>March 7</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	E	X	X	E	X	
March 8	NTC Foundation Regular Meeting 4:00 – 5:30 (Wausau)										
March 13	NTC Board Appointment Committee (Marathon County Courthouse – 1:00 p.m.)			X			X			X	
<b>April 4</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	E	X	X	X	E	X	X	
April 6-8	WTC District Boards Assn. Spring Meeting (LTC – Cleveland/Sheboygan Osthoff-Elkhart)						X				
April 27	NTC Foundation Spring Scholarship Banquet (E101/102 4:00 – 5:30 pm)										
<b>May 2</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	E	X	X	E	X	X	X	X	
May 20	Commencement – Wausau West Fieldhouse 9:00 – 12:00			X		X	X	X	X	X	
<b>June 13</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>TUESDAY</b>	X	X	X	X	X	X	X	X	
June 15	NTC Foundation Board Meeting										
<b>July 10</b>	<b>Regular Monthly Meeting (Wausau)</b>	<b>MONDAY</b>									

Updated: June 30, 2017

Danny,

I'm writing this to say Thank You from the bottom of my heart. Yesterday I graduated from UW Superior with my Bachelor's Degree in Social Work and without you as an instructor at NTC that would not have been possible. You were my very first instructor in my very first class of college and believe me when I say I was terrified! I remember the first time you drew the "pyramid of education" on the white board and said our associate's degree was our foundation and it was only fifty more credits to a bachelors and so on. I thought you were crazy and I would be lucky to get through the Human Service Program. I am proud to say I did it!!! In February of this year I even became a Licensed Social Worker in Minnesota when I passed the boards and yesterday it became official no more temporary in front of it. I can't thank you enough for all you do.

When I was at NTC I thought my passion was medical social work but through completing my internship with Douglas County Public Defender's Office I have found that I love criminal justice social work. In May of 2016 I presented a policy brief to our state representative as part of class on how Wisconsin should have the Romeo and Juliet Law and not charge minor's with felonies when caught having consensual underage sexual contact. To my surprise about two weeks ago there was a bipartisan bill presented to the House that was very similar to my policy brief. Through your education I really am changing the world!

I just really wanted you to know that your work doesn't go unnoticed. Thank you for believing in me, educating me, and being a wonderful teacher and human being.

Sincerely,

A handwritten signature in black ink that reads "Theresa Anthony LSW". The signature is written in a cursive, flowing style.

Theresa Anthony LSW



May  
25

2017

Page  
A004

Clip  
resized  
73%



PHOTO BY KELLY KAPITZ

Wittenberg-Birnamwood High School students who competed in the [Northcentral Technical College's](#) Wood Technology Contest are, from left, MacLaen Alwes, Casey Kerstner, teacher Tyler Tietyen, Kaleb Damitz, Garrett Schoepke and Matt Kapitz.. WBHS took home first and second place in the furniture category. Pictured is the bed frame that Garrett Schoepke made, which took second place.

## WBHS wood manufacturing class competes at [NTC](#) event

Students in the Wittenberg-Birnamwood High School wood manufacturing class competed in a Wood Technology Contest at the [Northcentral Technical College's](#) Antigo campus last week.

Teacher Tyler Tietyen took five students to the competition. Stu-

dents competed in two categories, furniture and open, against three other schools, D.C.Everest, Antigo and Marathon City, for scholarships, cash prizes and tools.

Matt Kapitz took first in the furniture category for his dresser and night stands.

Garret Schoepke took second in the furniture category for his uniquely styled bed frame.

Participants were given a tour of the campus and the wood manufacturing facility.

Businesses were also present, showcasing potential career options.



May 31 2017 Page 0004 Clip resized 60%

# CM CARES teams up with educators to spur interest in IT

## Church Mutual's foundation and area school districts collaborate to develop future IT leaders

CM CARES has teamed up with area educators to ignite a passion for information technology among students.

CM CARES, the Church Mutual Insurance Company foundation, will support an Information Technology Summer School pilot program for eight area school districts this year – D.C. Everest, Edgar, Marathon, Merrill, Mosinee, Spencer, Stratford and Wausau.

The purpose of the pilot is to help area communities develop student competency in IT coding, as well as to stimulate overall interest in IT. As part of the pilot program, the school districts will offer coding classes to fourth- through eighth-grade kids who are interested in developing skills in computer science.

CM CARES will cover the cost of supplies for the summer offering, including 15 Minecraft licenses and 15 coding manuals for each participating school. The class offering is built around Minecraft, a computerized game popular among youths. While using the Minecraft program, students work with a coding language called Python.

The program allows students to connect to popular learn-to-code platforms and engage

with computer science concepts as they design and create.

“Providing this IT summer school experience for area school districts demonstrates how strongly we feel about helping develop the future IT talent in central Wisconsin communities,” said Laura Hughes, chief marketing officer of Church Mutual Insurance Company. “We believe interest in IT has to begin in the elementary schools if we are going to make a significant impact on the IT workforce in area communities.”

The courses will be offered during the early summer months for three to four weeks. School districts are responsible for hiring certified teachers to deliver instruction. Each school will be paired with a Central Wisconsin Information Technology Alliance (CWITA) business partner who will define his or her company's use of coding to the partner school, as well as fund a field trip to the respective business.

As interest in IT increases, Northcentral Technical College will offer more advanced coursework for upper level high school students, as well as for technical college students pursuing careers in IT.

CM CARES' support for this summer school pilot program highlights its continued commitment to strengthening and enriching communities, which aligns with Church Mutual's mission to protect the greater good and improve the human condition. It also serves future staffing needs for Church Mutual and other central Wisconsin employers.



# Wyatt Pufall newest addition to MPD

**JEREMY RATLIFF**  
REPORTER

Late last month, 21-year-old Wyatt Pufall became the most recent officer to join the ranks of the Merrill Police Department.

Pufall fills a vacancy created by the retirement of former police chief Ken Neff and subsequent upward movement in the department as a result of promotions.

A native of Mosinee, Wyatt is a two-year graduate of **NTC's** Criminal Justice Associate Degree program as well as the school's police recruit training program. Prior to joining MPD, Pufall worked as a Community Service Officer for the Wausau Police Department as well as **NTC's** campus security.

As Pufall explains, the proximity of Merrill to his hometown and the department's strong focus on community policing, were key factors in his decision to apply.

"I wanted to do something that allows me to give back to the community I live in. Merrill is a good fit for me, as I am still close to my family while pursuing my chosen career path in law enforcement. When I spoke to my instructors at **NTC** before applying to Merrill, I asked my instructors about the department and was



MPD Officers Wyatt Pufall (left) and Field Training Officer Eric Soberg (right)

told MPD is a great department. I was told the officers here are a great bunch and very close knit," he adds.

Pufall also indicates he did his research on the department by visiting the department's website and social media pages.

"I was really impressed by the high level of community support for the police department on social media," he said. "They seemed very involved with the community and that's a great quality in a department. Being involved in my com-

munity is important to me, I knew then this was a department I wanted to work for."

Pufall is now at the tail end of phase one of the department's four-phase Field Training Program.

As five-year department veteran and Pufall's current Field Training Officer (FTO) Eric Soberg explains, the program is designed to get officers acquainted and comfortable with not only department policy and procedure, but the community as well.

"He's done all the work at **NTC** to get himself to the point where he knows the basics of law enforcement. Now its our job as his FTO's to sharpen those basic skills, train him in department procedures and so on; to get him on track to be a City of Merrill Police Officer. Getting to know the community, as well as department staff is a big part of the FTO process," he adds. "We take pride in what Wyatt mentioned in terms of community support; getting out and making those positive contacts in the community is very important to us, even during the FTO process."

Pufall is the third officer to be hired by the Merrill Department since last February, when vacancies opened as a result of staff retirements.



SIN 54527

Page 6

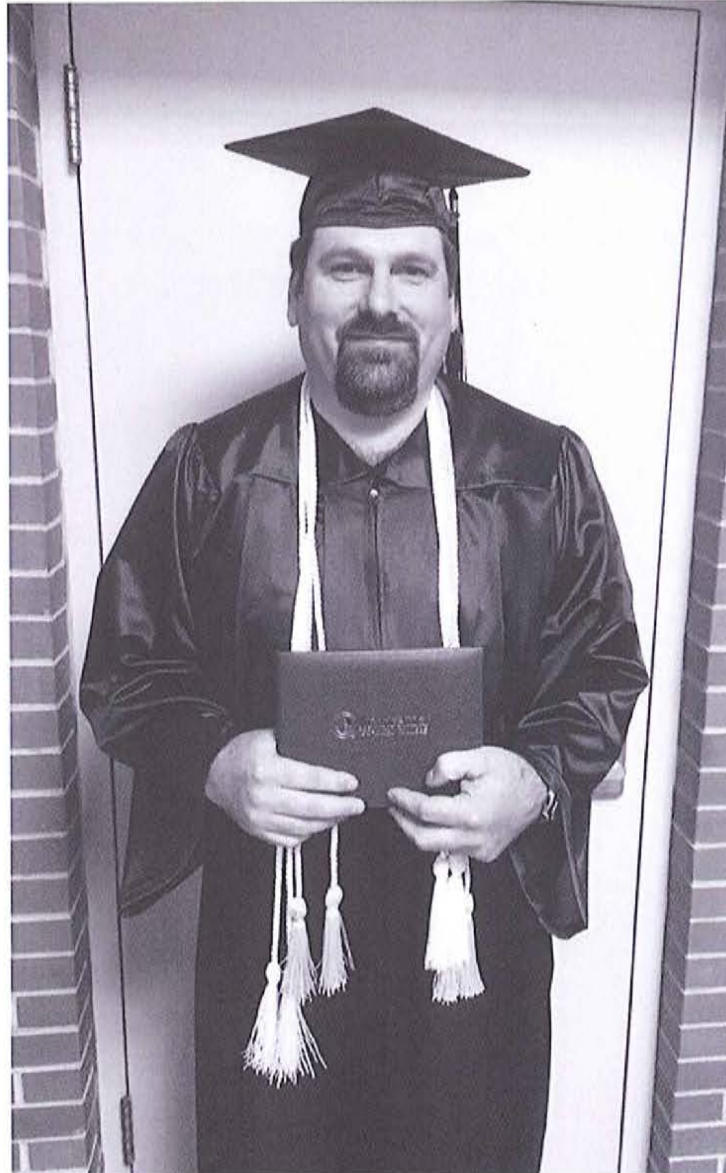
# Mike Stoiber Graduates From NCTC

May 31

2017

Page 006

Clip resized 63%



e  
t  
n  
e

Mike Stoiber of Glidden graduated with honors with an Industrial Engineering degree from Northcentral Technical College on May 20, 2017. Mike also received the Outstanding Graduate Award in Engineering for 2017.

∞

TOWN OF JACOBS  
RESOLUTION NO. 283





Jun  
02

2017

Page  
A010

Clip  
resized  
36%

A10 FRIDAY, JUNE 2, 2017 DAILY JEFFERSON COUNTY UNION

## Jefferson High School seniors earn \$793,200 in scholarships

(Continued from A7)  
Michele Trawicki and Mark Donaldson, made honor roll and high honor roll throughout high school. She participated in Dollars4Collars, the FFA and Equestrian Club. She also served as the Jefferson County 2016 Equine Ambassador.

She plans to attend the University of Wisconsin-Platteville to study agriculture education. Carl Stelae was presented a Wisconsin Technical Excellence Scholarship of \$2,250 per semester for a total \$6,750.

Stelae, daughter of Jim and Robin Stelae/Seaman, made high honor roll and honor roll during her high school years. She played two years of volleyball and did cheerleading for one year (two seasons.)

She participated in the Dollars4Collars, FFA, Future Business Leaders of America, DECA and Health Occupation Students of America.

She plans to attend Madison Area Technical College to study radiography with the goal of working in a children's hospital as a radiology assistant.

Trevor Mengel was presented a Wisconsin Technical Excellence Scholarship of \$2,250 per semester for a total \$6,750.

Mengel, son of Rick and Cindy Mengel, made honor roll during his high school career, played football for two years and participated in FBLA, DECA and FFA.

He plans to attend Madison College (formerly MATCO) to study graphic design and hopes eventually to run his own brand design company.

Libby Knoebel, a 2016 Jefferson High School graduate, received a two-part \$6,000 Stuart and Stanley Hake Agriculture Scholarship.

Sophia Koehler, a 2016 Jefferson High School graduate, received the two-part \$6,000 Stuart and Stanley Hake Agriculture Scholarship.

Nathan Pauer, a 2016 Jefferson High School graduate, received a two-part \$6,000 Stuart and Stanley Hake Agriculture Scholarship.

Abby Stelae received \$5,250 in scholarships: a \$750 Jefferson County Deputy Sheriff Association Scholarship, a \$1,500 Jordan Vogel Memorial Scholarship, a \$1,000 Shari A. Biver Memorial Scholarship and a Steve Lippner Memorial Award in the amount of \$2,000.

The daughter of Mindy and Tony Stelae, she made honor roll and high honor roll in high school and earned an academic letter. She did two years (four seasons) of cheerleading. She participated in Dollars4Collars, Spirit Club, FFA, Student Ambassadors and Health Occupa-

tion Students of America. After graduation, she plans to attend the University of Wisconsin-Oshkosh to study nursing with an intention of someday working in a hospital.

Megan Vogel, daughter of Jane and Donald Vogel, was presented \$5,000 in the form of a \$500 Jefferson Chamber of Commerce award, a \$1,000 Jefferson Utilities Public Power Scholarship and a \$3,500 Urania Henry Biefang Memorial.

Vogel made honor roll throughout high school, making Individual Academic All-State. She played tennis for one year and ran track for one year. She also played golf for three years.

She was a member of AFS Club, Sportsman's Club, J-Club, Psychology Club, FBLA, DECA, National Honor Society and the Tomorrow's Hope Club.

She plans to attend the University of Wisconsin-Whitewater to study accounting/business education with a goal of becoming a high school teacher.

Jazmyne Schoeller received \$4,000; a \$3,000 Francis F. Carnes Educational Charitable Trust Scholarship and a \$1,000 Ida May Marshall Memorial Scholarship.

Schoeller, daughter of Craig Schoeller and Misty Nordness, made honor roll and high honor roll throughout school and played tennis for four years and soccer for two. She took part in FFA, J-Club, FBLA and DECA.

She plans to attend the University of Wisconsin-Whitewater to study criminology with the goal of becoming a police officer.

Courtney Erdman received \$2,500 in awards: a two-part \$500 Jefferson County Living-Reporter/Digital Media Scholarship and a two-part \$2,000 UW-Alumni Scholarship.

Erdman, daughter of Shannon Erdman, made honor roll and high honor roll throughout high school; earned an academic letter, medal and plaque and United States Achievement Academy National Honors; was named Spanish III Honors student of the year; made the top 10 percent in academics, and served as a Student Rotarian.

A member of Rotary Interact, Erdman participated in the Drama Club and National Art Honor Society, and served as student editor of "The Edge Examiner" and co-editor of the J yearbook.

She plans to attend a four-year college to study journalism, with hopes of working in a big, diverse city someday.

Jannah Mackin, daughter of Tiffany and Donald Stensby, Mackin received \$2,400 in awards: a \$2,000 Debra Happ Memorial Scholarship and a \$400 Jefferson High School Ensemble Theatre Council Scholarship.

She made honor roll and high honor roll throughout school,

earning an academic letter. She sang with the Mixed Choir, the Select Women's Ensemble, and the Vocal Jazz Ensemble, as well as Treble in Paradise. She also participated in Solo-Ensemble and was involved in Drama Club, Forensics, the Tri-M Music Honor Society.

She plans to attend Roosevelt Performing Arts University or Columbia University in Chicago to study musical theater with an emphasis on voice with a goal of becoming a professional musician.

Joey Meyers received \$2,000; the \$500 American Red Cross Young Minds Change Lives Educational Scholarship, a \$500 Gemuetlichkeit Days Scholarship, \$500 Optimist Club Scholarship and a \$500 Ryan Keuler Memorial Scholarship.

Meyers, son of Mike and Suzette Meyers, made honor roll and high honor roll, winning an academic letter, medal and plaque. He played with the Concert and Symphonic bands, and played football four years, basketball two years, baseball two years and golf two years.

He also took part in AFS, serving as vice president and then president, and Student Council, serving as vice president of his senior class.

He plans to attend the University of Wisconsin to study business, hoping to own a real estate company.

Ryan Messer received a two-part \$2,000 UW Alumni Scholarship.

The son of Sarah Wyl-Messer, he made high honor roll throughout school, winning an academic letter, medal and plaque. He participated in Concert and Symphonic bands and Jazz Ensemble and received a Tommy Award for Instrumentals. He also took part in a school play.

He played soccer for three years, ran cross-country for a year, did swimming for a year, and played tennis for four years. Messer participated in Chess Club, Forensics, History Bowl, the Tri-M Music Honor Society, and Rotary Interact.

He plans to attend the University of Wisconsin-Madison to study biology with the goal of becoming a doctor.

All Rechlin received \$2,000; the \$1,000 Brad Russell Memorial Scholarship and a \$1,000 Trisha Eckstroh-Kerr Memorial Scholarship.

Rechlin, daughter of Dave and Michelle Rechlin, made the honor roll and high honors throughout school, earning an academic letter. She played with the Concert and Symphonic bands and participated in Solo-Ensemble at the regional and state levels.

She played three years of soccer, took part in AFS, Prom Club, Tomorrow's Hope Club and National Honor Society,

Rechlin earned perfect attendance for seven years, served as prom queen and Fire Pup to teach fire safety.

She plans to enroll in post-secondary education in Wisconsin to become a dental hygienist.

Andrea Taft received a two-part \$2,000 Reinel Law Enforcement Scholarship Fund award.

Taft, daughter of Andrew and Carmen Taft, played basketball for a year and soccer for four years. She took part in AFS, Latino Club, Student Ambassadors, Student Council, the African-American History Club and J-Club, and went on the school Europe trip.

She also served as a board member of AFS for three years and assisted with a summer school class with her soccer coach.

After graduation, she plans to attend the Madison Area Technical College to study criminal justice with an eye on a career in law enforcement, possibly to be a homicide detective.

Kaydn Marmes received \$1,200; a \$500 Badger Truck Pullers Glen Koepfel Memorial Scholarship, a \$200 FFA Alumni Scholarship and a \$500 Grelton Conservation Club Scholarship.

Marmes, daughter of Becky Marmes and Chris Nielsen, made honor roll and high honors throughout high school. She played volleyball for one year, and took part in the AFS, National Art Honor Society and FFA, serving as the FFA reporter for this year.

After graduation, she plans to attend Northcentral Technical College to study dairy science to become a dairy herd manager.

Stephen Novak received a \$1,000 Universal Technical Institute Scholarship.

Novak, son of Ronald Novak and Tammy Warren, has made honor roll throughout high school. He played football one year, ran track for three years and took part in Latino Club.

He plans to attend Madison Area Technical College and has

an interest in becoming an automotive technician. Megan Ploch received a \$600 Tamara (Tami) Hess Memorial Scholarship.

Ploch, daughter of Daniel Ploch and Mariana Ploch, made honor roll and high honor roll throughout school. She played soccer for three years. Ploch participated in AFS, Dollars4Collars, FBLA and DECA.

She plans to attend Madison College and then transfer to the University of Wisconsin-Whitewater to study elementary education, with the goal of teaching kindergarten.

Chase Barnes received a \$500 Norman and Carolyn Stoner Scholarship.

Barnes, son of Christy Barnes, made honor roll and high honor roll throughout his high school career. He played football for one year and took part in the school's Latino Club and AFS Club.

He plans to attend the Madison Area Technical College to study health and nutrition.

Autumn Gira, daughter of Richard and Sarah Baechle, received a \$500 American Red Cross Youth Minds Change Lives Educational Scholarship.

She made honor roll throughout high school and was named Citizen of the Month as a senior. She participated in the Dollars4Collars, FFA, AFS and the Tomorrow's Hope Club.

After graduation, she plans to attend the University of Wisconsin-Oshkosh to study nursing with the goal of becoming an emergency room nurse.

Taylor Graf received the \$500 Jule Smith Memorial Scholarship.

Graf, daughter of Scott Graf and Sherry Graf, made honor roll and high honor roll throughout high school and earned an academic letter, medal and plaque. She sang with the Treble Chorus, the Mixed Choir and the Select Women's Ensemble, and participated in several school plays.

She played two years of softball and one year of golf. Graf was a member of Book Club, Student Ambassadors, Student

Council, Drama Club, J-Club National Honor Society, Psychology Club and the Tri-M Music Honor Society. She also served as an auditorium technician.

After graduation, Graf plans to attend the University of Wisconsin-Whitewater to study communication science and disorders with the goal of becoming a speech pathologist.

Morgan Clarke-Sanchez, daughter of Jenny Clarke, received a \$300 FFA Alumni Scholarship.

She made honor roll and high honor roll in high school and was named a Student Rotarian. She participated in volleyball for one year, softball for three years and swimming for three years.

She was a member of Dollars4Collars, FFA and Student Ambassadors, and went on the school's Europe trip.

After graduation, she plans to attend the University of Wisconsin-Whitewater to study animal science with the goal of becoming a veterinarian.

Brianna McClure received a \$50 military recognition. McClure will be entering the Air Force.

Anna Roque received a \$5 military recognition. She will be entering the Wisconsin National Guard.

Brianna Ellenfeldt received the Jefferson Lions Club Female Senior Athlete of the Year award.

Ellenfeldt, daughter of Annela Garrow Osi Aniakudic, made honor roll and high honor roll and earned an academic letter and medal. She sang in the Mixed and Chamber choirs.

She participated in volleyball for two years, gymnastics and track for four years and cross country for one year. She was a member of AFS Club, Student Ambassadors, Dollars4Collars J-Club, Health Occupation Students of America and the Tomorrow's Hope Club.

She plans to attend the University of Wisconsin-La Crosse to study biology with the ultimate goal of becoming an obstetrician/gynecologist.

SSM HEALTH DEAN MEDICAL GROUP

Rex Kolste, MD  
Family Medicine





Tuesday afternoon, city administration met with members of [Northcentral Technical College](#) administration to turn over the deed of a 4.5 acre parcel of property on West Taylor Street. The property will be used for the development of a CDL Training Center by the school. The property was sold to [NTC](#) for \$1 in February, with a price tag of \$100,000 for the city to purchase the parcel from Russ Davis Wholesale. Pictured from left are Merrill Common Council President John Burgener, Mayor Bill Bialecki, NTC President Lori Weyers, NTC Facilities Director Rob Elliott and [NTC](#) VP of Finance/Chief Financial Officer Roxanne Lutgen. **Jeremy Ratliff photo**

Property of Wisconsin News Tracker and members of the Wisconsin Newspaper Association.



Jun 02 2017 Page E003 Clip resized 61%

# Everest Area Optimist Club names May student of the month

FOR USA TODAY NETWORK-WISCONSIN

WESTON - Each month during the school year, the Everest Area Optimist Club honors one or two outstanding local high school students. Each student



receives a \$25 Target gift card and a \$200 scholarship awarded in the spring.

**Kelsey Phelps**

Kelsey Phelps

**Residence:** Schofield  
**School:** D.C. Everest Idea

**School**

**Parents:** Dave and Noel  
**Siblings:** Sydney and Grace  
**High school activities:** D.C.

Everest orchestra, D.C. Everest chamber orchestra, Mount Olive worship choir, Remi's Academy of Defense fencing, "Sound of Music" pit orchestra violinist, D.C. Everest Idea School trade show participant.

**Significant awards:** D.C. Everest orchestral letter, D.C. Everest academic letter, district and state level performer (violin), D.C. Everest Education Foundation grant recipient, Northcentral Technical College President's List, [NTC](#) May 2017 graduate with a general studies transfer certificate.

**Hobbies and interests:** The arts, including drawing, painting, woodworking and resin. "I run in my free time, which helps me physically with the demands my equine hobby creates. I love riding in general, but I'm interested in trick riding and mounted combat."

**Future plans:** "I will be attending University of Minnesota-Crookston in the fall to study equine science and agriculture business. Afterward, I am hoping to fulfill my interests in travel and work with many different horses and people."

# SENIOR PLANS...

*What do they plan to do next?*

The following seniors have announced their post-graduation plans:

Bracke, Nicholas.....	UW Stout for Mechanical Engineering	Huston, Logan.....	Schüler International University in Heidelberg Germany for Education	Sabelny, Eric.....	Nicolet College for Welding
Beamer, Lane.....	Michigan Technological University for Mechanical Engineering	Jahn, Gabrielle.....	Northcentral Technical College for Nursing	Sauer, Leo.....	Going Home To Germany
Berg, Bethany.....	UW Marathon for Elementary Education	Jarvenstru, Justin.....	UW Platteville for Math or Actuary Science	Schade, Hannah.....	UW Marathon County Transfer Program for Criminal Justice/Law Enforcement
Bethel, Makala.....	Nicolet College for Nursing	Johnson, Alexander.....	Northcentral Technical College for IT Network Specialist	Scholz, Cayton.....	Northcentral Technical College for Electromechanical Technology then UW Duluth for Chemical Engineering
Bethel, Mariah.....	UW Stevens Point for Exceptional Education	Johnson, Taylor.....	UW Marathon County Transfer Program for Pre-Pharmacy	Schultz, Garrett.....	UW River Falls for Pre-Pharmacy
Biever, Brandan.....	Joining the Work Force	Jones, Forrest.....	Nicolet College for Drafting Design Technician	Sievert, Alex.....	Nicolet College
Brostowitz, Kayleigh.....	Northcentral Technical College for Nursing	Jorgensen, Samantha.....	UW Milwaukee for Pre-Pharmacy	Somers, Dakota.....	Joining the Work Force
Buchanan, Dannon.....	Nicolet College for IT User Support Technician	Kapflusch, Kyle.....	UW La Crosse for Mathematics/Economics	Sparks, Erin.....	Miami University in Hamilton Ohio for Athletic Training
Buchanan, Gage.....	Nicolet College for Paralegal Associate's Degree	Knapik, Parker.....	UW Marathon County Transfer Program for Engineering	Spaulding, Orion.....	UW Stevens Point for Geoscience
Buchkowski, Alexia.....	Rasmussen College for Paralegal Associate's Degree	Koh, Frederick.....	UW Madison for Civil Engineering	Stefanich, Zachary.....	Milwaukee School of Engineering for Structural Engineering
Bunce, Bethany.....	Northcentral Technical College for Nursing	Krueger, Kate.....	UW Madison for Engineering	Steindl, Emily.....	Nicolet College Nursing
Busterud, Christopher.....	UW Stevens Points for Computer Information Systems	Krueger, Klayton.....	Joining the Workforce	Strong, Hayley.....	UW Stevens Point for Graphic Design
Calhoun, Sydney.....	UW Marathon County Transfer Program for Pre-Medicine	Krueger, Kollin.....	Joining the Workforce	Swan, Camryn.....	UW Green Bay for Secondary Education and Biology
Callahan, Calvin.....	UW Marathon County to UW Eau Claire Transfer Program for Political Science	Krueger Brown, Madison.....	American Musical and Dramatic Academy in Los Angeles for Acting	Swan, Rylie.....	UW Oshkosh for Nursing
Carstensen, Natasha.....	Undecided	Kummerfeldt, Emma.....	UW La Crosse	Theiler, Carl.....	UW Oshkosh for Elementary Education
Clifford, Ciaara.....	Joining the Work Force and Homesteading	Kundo, Madison.....	Nicolet College	Thompson, Morgan.....	UW Stout for Psychology
Cook, Andrew.....	UW Madison for Electrical Engineering	Lampe, Lindsey.....	UW Marathon County Transfer Program for Biochemistry	Tjogum, Lucas.....	Air Force Academy at Marion Military Institute in Marion, Alabama
Cook, Hunter.....	Joining the Work Force in Agriculture - Dairy Farming	Latzig, Maggie.....	UW Eau Claire for Nursing	Tollison, Riley.....	Chippewa Valley Technical College for Electrical Distribution
Decker, Emily.....	UW Eau Claire	Lawrence, Cantara.....	Northern Michigan University for Political Science	Tracey, Logan.....	UW Marathon County
Eckstein, Alexis.....	Joining the Work Force	Lee, Allison.....	Undecided	Vangarde, Hezekiah.....	Nicolet College
Edvardson, Ziljjan.....	Travel and Create Music	Leet, Theresa.....	UW Green Bay for Organic Chemistry	Vannatter, Katherine.....	Undecided
Elliot, Jacklyn.....	UW Madison for Pre-Professional Health Sciences: Pre-Medicine	Lodholz, Michelle.....	UW Oshkosh for Nursing	Vichmann, Eric.....	Going Home to Germany
Erdman, Chase.....	US Army Reserve	Miller, Keyah.....	Wisconsin Indianhead Technical College in Superior for Nursing	Volz, Zachary.....	UW Eau Claire for Pre-Physical Therapy
Ernst, Baylee.....	UW Green Bay for Nursing	Morris, Jady.....	Poon Foster Online School for Graphic Design and Photography	Walters, Cody.....	Northcentral Technical College in Antigo for Wood Science
Ernst, Tianna.....	Undecided	Morrice, Sara.....	Nicolet College for Culinary Arts	Weber, Isaac.....	UW Platteville for Building and Construction Management
Geber, Brett.....	UW Marathon Transfer Program for Computer Science	Myers, Derek.....	Skilled Laborer through Apprenticeship	Webb, Tiffany.....	Lakeland University for Criminal Justice
Goehs, Nathaniel.....	UW Whitewater for Leadership and Military Science Minor: Air Force Track: J.A.G. Officer Training	Myers, Janet.....	US Navy	Wegener, Kaleb.....	UW Marathon County
Gullo, Kirstyn.....	UW Eau Claire for Pre-Occupational Therapy	Oison, Natalie.....	US Air Force	Wegner, Joshua.....	UW Marathon County
Halverson, Shane.....	Nicolet College Transfer Program to UW Stevens Point for Forestry	Randings, Michael.....	US Air Force	Winkler, Holly.....	Northcentral Technical College for Dental Hygiene
Hamm, Peyton.....	Iowa State for Biology (Ames, Iowa)	Renn, Maggie.....	University Of Minnesota - Twin Cities for Marketing/Business	Wiseman, Rachel.....	St. Cloud State University for Business & Marketing
Heilala, Alisa.....	Going Home to Finland to finish High School and then Pursue a Career in Business	Richards, Ross.....	Northcentral Technical College for Diesel Technology and Self-Employed Logger	Wittmann, Mariah.....	UW Eau Claire for Nursing
				Zastrow, Emily.....	Nicolet College
				Zedler, Erik.....	University Of Minnesota Duluth



# Bryce Seubert named Marathon Male Athlete of the Year

FOR USA TODAY NETWORK-WISCONSIN

## Bryce Seubert

### Marathon

**Honors:** 3.767-grade point average and ranked ninth in class. National Honors Society Member.



Seubert

**Volunteer:** Fellowship of Christian Athletes member.

**Sports memory:** Making it to the WIAA state track meet in the shot put and discus as a junior.

**College plan:** Undecided. Planning on attending [North Central Technical College](#).

**Junior honors:** Varsity letter in

See SEUBERT, Page 2B



[www.wausau-dailyherald.com](http://www.wausau-dailyherald.com)

Jun 06

2017

Page B001

Clip resized 93%



## Loyal graduates receive Draper Hills Scholarship Awards

Loyal High School graduates Alexis Dietsche, Rachel Anderson, and Natalie Martin have received the 2017 Draper Hills Scholarship Awards. These awards are given to students who have maximized their talents in their high school years; leadership, academic achievement, and extracurricular involvement are integral to receiving them.

The Draper Hills Scholarship was established in memory of both the Draper and Hills families from Loyal, WI. The scholarship fund is held at the Eau Claire Community Foundation in Eau Claire, WI.

Alexis Dietsche, who plans to study nursing at UW-Oshkosh, and Rachel Anderson, who plans to study Psychology of Criminal Deviance at the University of Minnesota-Twin Cities, will each receive a \$12,000 scholarship for their four year programs. Natalie Martin, who plans to study Architectural Design and Technology at [Northcentral Technical College](#), will receive \$5000 for her two year program.

Anyone interested in donating to the Draper Hills Scholarship Fund can call the Foundation at (715) 552-3801 or go to the Eau Claire Community Foundation website ([www.ecccommunityfoundation.org](http://www.ecccommunityfoundation.org)), then search "Draper Hills" on the "About the Foundation/Family of Funds" page. The website also provides information on how to start a new fund.



Recipients of the Draper Hills Scholarship Awards are (from left): Natalie Martin, Rachel Anderson, and Alexis Dietsche.



SPORTS

# Dulak named Mosinee female athlete of the year

FOR USA TODAY NETWORK-WISCONSIN

**Jaycie Dulak**  
**Mosinee High School**  
**Honors:** 4.0 grade point average and class valedictorian.

**Volunteer:** Coached at local youth basketball camp, supplied a family and women's shelter on Christmas, packaged food for people in need and created various events while being involved in National Honor Society, sports and choir.



Dulak

### Celebrate our standout athletes

This is one in a series of profiles about student-athletes named as part of the Central Wisconsin High School Honors program, sponsored by Marshfield Clinic. Keep checking out our website and print edition each day for more profiles of our area's best high school athletes, and be sure to check out our special section included in the June 18 print editions.

### Sports memory:

When my softball team won state my freshman year. We went undefeated in the Great Northern Conference and became state champions on the Goodman softball field in Madison. This will forever be the coolest experience I have ever been a part of.

### College plan:

I will be attend Northcentral Technical College to gain an associate's degree in nursing. After that, I am planning to attend UWSP for my bachelors degree. Eventually I would like to become a nurse on the emergency or pediatric floor of a hospital.

**Junior honors:** Second-team all-Great Northern Conference in softball and honorable mention all-conference in basketball.

**Senior honors:** Captain of basketball team and second-team all-GNC in basketball

Jun 08  
2017  
Page B002  
Clip resized 60%

Jun  
09  
2017  
Page  
008  
Clip  
resized  
54%

# Merrill High School Class of 2017 Scholarships & Awards



**DYLAN ALFT** - \*\* Gold Tassel  
**KELSEY AMEISE** - Sandy Hoffman Memorial Nursing Scholarship; Shannon L. Hall Memorial Scholarship; Aspirus Inc. Scholarship [NTC]; Lincoln Co. 4-H Leaders' Assoc. Scholarship; \*\* Conference Scholar-Athlete Award; \*\* President's Education Award; \*\* Gold Tassel  
**HANNAN AMERT** - Ronal & Ellen Hicks Awards Scholarship; Church Mutual Scholarship; Mid-Wisconsin Insurance Assoc. Scholarship; Trustee Distinguished Scholarship (St. Norbert College); Young Professionals Club Scholarship (Prof. Insurance Agents of Wisconsin); \*\* NHS Honor Code; \*\* Gold Tassel  
**TYLER BELFORD** - Kystulvick Foundation Scholarship; Marshfield Clinic Scholarship; Merrill Baseball Assoc. Annual Golf Outing Scholarship; \*\* Nickelson Award; \*\* Conference Scholar-Athlete Award; \*\* Senior Athletic Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**CASANDRA BLAKE** - Eagles Aerie #584 Scholarship; Eagles Auxiliary #584 Scholarship; Saly Memorial Scholarship; Martin & Mabel McDonald's Restaurant of Merrill Scholarship; McDonald's Corporate Scholarship; \*\* Gold Tassel  
**MORGAN BLOCH** - Leonard F. Schmidt Pro-Life USA Madison Scholarship; Martin & Mabel McDonald's Restaurant of Merrill Scholarship; Merrill University Scholarship; \*\* President's Education Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**BRYANNA BLOCH** - \*\* Gold Tassel  
**JERRY LEE BOQUIST** - \*\* Gold Tassel  
**SAMANTHA BRANDENBURG** - Chad Sharon Student Council Scholarship; Martin & Mabel McDonald's Restaurant of Merrill Scholarship; Middle School Student Council Scholarship; \*\* Conference Scholar-Athlete Award; \*\* Senior Athletic Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**MARK HAMMING** - Walter & Mabel Fromm Technical Scholarship  
**RYCE BROENING** - Walter & Mabel Fromm Technical Scholarship  
**DOHAMM BROWN** - Merrill High School Bluebon Club & Merrill Youth Hockey Assoc. Scholarship  
**JACK BUCKNELL** - Kiwanis Club Scholarship; \*\* USMC Medal Award for Musical Excellence; \*\* Gold Tassel  
**JACOB BURBACH** - McDonald's Restaurant of Merrill Scholarship; McDonald's Corporate Scholarship  
**AUSTIN BURGENDER** - \*\* Senior Athletic Award  
**TAYLOR CICHY** - Dr. Jerome Maysersick - Ortho-oped Specialist of Wisconsin Scholarship; \*\* Gold Tassel  
**IAN CORRS** - \*\* John Philip Sousa Award; \*\* Outstanding Vocal Performance Award  
**AGNES COLLINSWORTH** - Herbert F. & Elizabeth S. Gould UW-Madison Scholarship; Academic Excellence Scholarship (PEAR); \*\* WJLA Award; \*\* USMC Scholar-Athlete Award; \*\* Conference Scholar-Athlete Award; \*\* President's Education Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**JACOB DAVISON** - Elsie Heckman Memorial Scholarship; Optimist Club/Octagon Club Service Scholarship; Washington Elementary Scholarship; \*\* Gold Tassel  
**EMILY ANN DAY** - Gleason Lions Club Scholarship; Kate Goodrich Elementary Scholarship; \*\* Gold Tassel  
**HOLLIE DEWAR** - Alan C. Woollio Memorial Scholarship  
**GRACE DREW** - \*\* Gold Tassel  
**GIBETA FERMANICH** - Remembering Kyle Memorial Scholarship; Rios Valley Bank Employee Scholarship; US Bank Freshman Scholarship (NWSP Student Government Assoc.); \*\* Winds Parade Scholarship; \*\* USMC Senior Field Award for Musical Excellence; \*\* Gold Tassel  
**DARCO FINCK** - \*\* Gold Tassel  
**SARAH GESSLER** - Knights of Columbus Scholarship; Optimist Club Scholarship; \*\* NHS Honor Code; \*\* Gold Tassel  
**BULEE GOLDSCH** - Ascension Good Samaritan Scholarship; Lincoln Co. Assoc. for Home & Community Education Scholarship; Paul Simon Scholarship; \*\* Benedictine Scholarship (College of St. Scholastica); \*\* Music Ensemble Scholarship (College of St. Scholastica); \*\* St. Stephens State Memorial Scholarship; \*\* West Corporations Scholarship; \*\* President's Education Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**RYAN GOLUSCH** - Merrill Baseball Assoc. Annual Golf Outing Scholarship; Silver Hill Club Scholarship in Memory of Arnold Kronholz;

\*\* St. Stephens State Memorial Scholarship; \*\* O'Reilly UW-Madison Scholarship; \*\* Eagle Scout Scholarship (ESA, Sausage & Bacon); \*\* West Valley Middle School Scholarship (Wausau Ebs Club #248); \*\* Wausau Nordic Ski Club Scholarship; \*\* USMC Distinguished Athletic Award; \*\* Conference Scholar-Athlete Award; \*\* Senior Athletic Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**CATHY KOLEHOUSE** - Lenora Torrey Memorial Scholarship; Sherry Simon Success Education Scholarship; \*\* USMC Distinguished Athletic Award; \*\* Conference Scholar-Athlete Award; \*\* Senior Athletic Award; \*\* Gold Tassel  
**CLAIRE KRUEGER** - Walter & Mabel Fromm University Scholarship; \*\* Gold Tassel  
**JOSEPH LABENVO** - \*\* Outstanding Artist of the Year Award; \*\* Senior Athletic Award  
**CHELSEY LAMONICA** - Social & Sisk Benefit Society Scholarship; \*\* WJLA Award; \*\* Senior Athletic Award; \*\* Gold Tassel  
**JACOB LANE** - \*\* Louis Armstrong Jazz Award; \*\* President's Education Award; \*\* Gold Tassel  
**JOHN LANGRISH** - Carl & Wilma Olin Scholarship; \*\* Gold Tassel  
**BRENDAN LEEDER** - Merrill Wrestling Club Scholarship  
**ANTON LEE** - \*\* Gold Tassel  
**RYAN LESKELA** - Agra Industries Designing Scholarship; Method Retail Products Scholarship; Optimist Club/Octagon Club Service Scholarship; Technical Excellence Scholarship (PEAR); Wausau Paper Foundation Scholarship [NTC]; \*\* Gold Tassel  
**MARIA LOKEMDEN** - Tim Valt 79 Memorial Scholarship; \*\* Senior Athletic Award; \*\* Gold Tassel  
**CHELSEY MAAS** - Trustee Scholarship (Mar-Lin Assoc.); \*\* Gold Tassel  
**HANNAN MADER** - Merrill Lions Club Scholarship; \*\* Gold Tassel  
**NYLA MAGRAN** - \*\* Gold Tassel  
**MCKENYA MARION** - Robert & Joanne Opatin Scholarship; W.A. Marquardt Scholarship; \*\* Senior Athletic Award; \*\* Gold Tassel  
**VICTORIA MIRALAUSSO** - Genevieve Bowell Scholarship; \*\* Gold Tassel  
**SAMUEL NELLES** - GI Bill (Wisconsin Army National Guard)  
**KATELYN NELSON** - Jefferson Elementary PTO Scholarship; Martin & Marcella Lahli Scholarship; Academic Achievement Scholarship (WV Stevens Point); \*\* Outstanding Artist of the Year Award; \*\* Conference Scholar-Athlete Award; \*\* Gold Tassel  
**TREVOR ORBERG** - \*\* Gold Tassel  
**GRACE OLLHOFF** - Park City Credit Union Technical Scholarship; Sylvia Walker Scholarship; \*\* Gold Tassel  
**MARIA PARIKOV** - Shiradas Drees Memorial Scholarship; \*\* Journalism Scholarship (Bellevue College); \*\* Belle Health Annual Scholarship in Memory of Mark Renke, MD; \*\* Merrill Scholarship (Bellevue College); \*\* President's Education Award; \*\* Gold Tassel  
**DALLAS KAUFMAN** - GI Bill (Wisconsin Army National Guard)  
**NICKENDE KIMMONS** - Pilgrimage Family Foundation Scholarship [NTC]; Church Mutual Scholarship  
**CODY KLEINSCHMIDT** - Lucas Anderson Memorial Scholarship; Robert & Joanne Opatin Scholarship; \*\* Senior Athletic Award; \*\* Gold Tassel

Washington Elementary Scholarship; \*\* Gold Tassel  
**TRISTA RATINE** - Eagles Auxiliary #584 Scholarship; Lawrence & John Friedrich Agriculture Scholarship; Lincoln Co. Sports Club Scholarship; Nicklaus Agriculture Scholarship; \*\* NHS Honor Code; \*\* Gold Tassel  
**HUNTER RESCH** - Community Blood Center Scholarship  
**RILEY ROSENGREN** - McDonald's Restaurant of Merrill Scholarship; McDonald's Corporate Scholarship  
**BRANDON RUSCH** - Gleason Community Club Scholarship in Memory of Richard Bernhardt; \*\* Academic Excellence Scholarship; \*\* Conference Scholar-Athlete Award; \*\* Gold Tassel  
**JOSEPH SAMPO** - \*\* Gold Tassel  
**DEANNA SANDERS** - Jessica Ann Memorial Scholarship; Remembering Kyle Memorial Scholarship; \*\* Local Music Scholarship (P.W. Marzlow Co.); \*\* Conference Scholar-Athlete Award; \*\* Gold Tassel  
**AUSHA SCANTLIN** - MIA/LEA Wardell Memorial Scholarship; Rotary Club University Scholarship; \*\* St. Stephens State Memorial Scholarship; \*\* Conference Scholar-Athlete Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**ALISHA SCANTLIN** - MIA/LEA Wardell Memorial Scholarship; Rotary Club University Scholarship; \*\* St. Stephens State Memorial Scholarship; \*\* Conference Scholar-Athlete Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**CHARLES SCHLEGEL** - Pine River Elementary Scholarship; \*\* Early Sabre Award (Marion University); \*\* Marian Grant (Marion University); \*\* Trustee Scholarship (Gleason University); \*\* Gold Tassel  
**STEPHANIE SCHROEDER** - Carl & Wilma Olin Scholarship; \*\* Alopius Health Foundation Scholarship [NTC]; \*\* Gold Tassel  
**EMILY SCHROEDER** - Ascension Good Samaritan Scholarship; David & Emily Steuch Scholarship; \*\* First Program Scholarship (MIA/LEA Cross); \*\* Outstanding Vocal Performance Award; \*\* President's Education Award; \*\* Gold Tassel  
**MORGAN SCHWARTZMAN** - Herbert F. & Elizabeth S. Gould UW-Madison Scholarship; Merrill Wrestling Club Scholarship; \*\* Conference Scholar-Athlete Award; \*\* Senior Athletic Award; \*\* President's Education Award; \*\* Gold Tassel  
**MEGAN SCZYGIELSKI** - \*\* President's Education Award; \*\* Gold Tassel  
**LAURA SELIGER** - Walter & Mabel Fromm University Scholarship; \*\* Gold Tassel  
**BRETT SEUBERT** - Sgt. Ryan Joseph Memorial Scholarship; Sherry M Club Scholarship in Memory of Bob Stone; \*\* Conference Scholar-Athlete Award; \*\* President's Education Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**DON SEUBERT III** - Silver Hill Club Scholarship in Memory of Ray Smedick, William J. White Memorial Teacher Scholarship; \*\* Conference Scholar-Athlete Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**SIERRA SEVERT** - Rich & Jane Poitier Scholarship; \*\* Linda Doneser Memorial Scholarship; \*\* Music Scholarship (Cornell College); \*\* Presidential Scholarship (Cornell College); \*\* Theatre Scholarship (Cornell College); \*\* Outstanding Vocal Performance Award; \*\* Conference Scholar-Athlete Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**SARA SKOUG** - \*\* Senior Athletic Award  
**EMERSON SMALL** - Walter & Mabel Fromm University Scholarship; \*\* Outstanding Academic Achievement Scholarship (UW-River Falls); \*\* Seneca Foundation Scholarship; \*\* President's Education Award; \*\* Gold Tassel  
**TREVOR STADLER** - Erwin G. Ruzsch Schol-

ship; Lee J. & Libban Leifiger O'Reilly UW-Madison Scholarship; \*\* President's Education Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**AUSTIN STEVENSON** - Sylvia Walker Scholarship [NTC]  
**SABRINA STERHAGLE** - \*\* Gold Tassel  
**BENJAMIN TABOR** - \*\* Senior Athletic Award; \*\* Gold Tassel  
**MAKAYLA TAYLOR** - William Ejoy Scholarship; \*\* Belle He Academic Achievement Scholarship (Bismarck Minnesota-Duluth); \*\* Gold Tassel  
**BRIAN TINAM** - \*\* Gold Tassel  
**ALLIE TURENH** - Kiwanis Club Scholarship; \*\* Gold Tassel  
**JOSHUA WANDA** - Agra Industries Wedding Scholarship; Matthew Zocher Memorial Scholarship  
**MOLLY WANDA** - Eagles Auxiliary #584 Scholarship; Technical Excellence Scholarship (PEAR); \*\* NHS Honor Code; \*\* Gold Tassel  
**MYLE WEBBE** - \*\* Gold Tassel  
**ELIZABETH WEGNER** - \*\* Outstanding Business & Technical Education Student Award; \*\* Gold Tassel  
**DAKOTA WELSH** - \*\* Gold Tassel  
**CHARLES WELCH** - \*\* Gold Tassel  
**FAYTH WHEAT** - Evelyn Brockle Memorial Scholarship; Optimist Club Scholarship; \*\* Wausau Lyric Club Scholarship; \*\* Concert Choir Award; \*\* Conference Scholar-Athlete Award; \*\* NHS Honor Code; \*\* Gold Tassel  
**AVIA WILLET** - \*\* Gold Tassel  
**ALLISON WINTER-REED** - Lee J. & Libban Leifiger O'Reilly UW-Madison Scholarship; Academic Excellence Scholarship (PEAR); \*\* WAA Scholar-Athlete Award; \*\* NHS Athletic Hall of Fame Inductee; \*\* "Nickelton Award"; \*\* USMC Scholar-Athlete Award; \*\* Conference Scholar-Athlete Award; \*\* Senior Athletic Award; \*\* President's Education Award; \*\* Gold Tassel  
**KEIA WOLLER** - Kate Goodrich Elementary Scholarship; Remembering Kyle Memorial Scholarship; Sherry Simon Success Scholarship; UWOC #588 Scholarship; W.A. Marquardt Scholarship; \*\* Community Blood Center Scholarship; \*\* Emerging Leader Award (Dorcas Sison & Sp); \*\* Lincoln Co. 4-H Leaders' Assoc. Scholarship; \*\* Gold Tassel  
**ISABELLE YU** - Martin & Marcella Lahli Scholarship; \*\* Gold Tassel  
**KATELYN ZEINIS** - Martin & Marcella Lahli Scholarship; \*\* Gold Tassel  
**AUSTIN ZETTLER** - Benoit Printing Scholarship; Social & Sisk Benefit Society Scholarship  
**BROYD ZOCHER** - Agra Industries Designing Scholarship; David H. Eckers Memorial Scholarship; Lincoln Co. Beef Producers Scholarship; Merrill Wrestling Alumni Club Scholarship; Rotary Club Technical Scholarship; W.A. Marquardt Scholarship [NTC]; \*\* Greenheck Fan Corp. Scholarship [NTC]; \*\* Gold Tassel

Recognition of Top Academic Achievers Award; Morgan Gold; Jacob Col. Binnoth; Mitchell Jeger; Ryan Leukic; Mark Pankov; Morgan Schwartzman; Brett Seubert; Trevor Stadler; Erin Winter-Red Key Local Scholarship  
 \* Outside Scholarship/Award  
 \*\* High School Award/Recognition





PREP ATHLETICS

# Endreas named Spencer Female Athlete of Year

USA TODAY NETWORK-WISCONSIN

## Spencer High School Elizabeth Endreas



Endreas

**Honors:** High Honors in each semester of high school; Class Valedictorian.

**Sports memory:** Taking first at sectionals in the 1,600-meter relay my sophomore year and making it to state track and field where we broke the school record and made the state finals.

**College plan:** Planning to attend Northcentral Technical College to pursue a degree in dental hygiene and start career within the next three years. In the future will work toward becoming a dentist.

**Junior honors:** Conference champions and regional champions in volleyball; first team all-conference and state qualifier in track and field.

### Celebrate our standout athletes

This is one in a series of profiles about student-athletes named as part of the Central Wisconsin High School Honors program, sponsored by Marshfield Clinic. Keep checking out our website and print edition each day for more profiles of our area's best high school athletes, and be sure to check out our special section included in the June 18 print editions.

**Senior honors:** Conference champions and second team all-conference in volleyball; honorable mention all-conference in basketball.

Jun 10 2017 Page B002 Clip resized 77%



Jun 12 2017 Page A001 Clip resized 44%



T'XER ZHON KHAUJSA TODAY NETWORK-WISCONSIN

Fifteen eighth graders pitched their businesses to a "Shark Tank" of local investors for funding in January 2016 at D.C. Everest Junior High School in Weston. Each business received a donation of between \$50 and \$230. The "sharks" on the investor panel came from local businesses and the Wausau Region Chamber of Commerce, and they divided \$1,500 among the participating D.C. Everest Jr. High School students.

# Wausau programs help to develop, support local entrepreneurs

NORA G. HERTEL  
USA TODAY NETWORK-WISCONSIN

WAUSAU - Creative thinkers and problem solvers in Wausau have more and more opportunities to hone their business ideas and pitch them.

Educators, business leaders and community organizers want to grow central Wisconsin's entrepreneurial culture. And they've launched a range of programs to develop entrepreneurs and support them.

Here's a list of some of those programs in the Wausau area.

### 1. Startup Week

Marathon County Development Corp., MCDEVCO, is working with a group of entrepreneur advisers and counterparts around the state to coordinate a week of activities in early November.

It's in the early planning stages, but MCDEVCO is the local driver and its community engagement specialist, Nick O'Brien, hopes to pull other groups on board for a week of 30 events that highlight opportunities and support for start-up businesses. Milwaukee held the first Startup Week last year; this year it will span the state.

### 2. Young Entrepreneurs Academy

Wausau-area middle and high school students develop full-functioning businesses in this program. Teens work with local businesses, secure investments and brand an actual product or service to sell.

YEA launched in Wisconsin in fall 2015. It's an extracurricular program, with national ties, put on by the Wausau Region Chamber of Commerce and the D.C. Everest Area School District.

See PROGRAMS, Page 6A

.....5A  
LD .....3A  
.....2B

\$1.50 RETAIL  
FOR HOME DELIVERY  
PRICING, SEE PAGE 2A





Jun  
12  
2017  
Page  
A006  
Clip  
resized  
46%  
From  
A001

## Programs

Continued from Page 1A

### 3. Wausau SOUP

Community members have donated about \$3,500 to four projects at SOUP events since October. They gather to eat soup and hear pitches for various projects. Donations in a kitty go to the favorite pitch of the night.

Wausau SOUP events, brought to Wausau by O'Brien, helped fund an open streets festival on Third Street and a soup kitchen that's in the works.

### 4. Kids' Business Fair of Central Wisconsin

In April, the Acton Academy Wausau held its third annual business fair featuring elementary-aged students and their businesses. The fair has grown in recent years to include students from other schools.

### 5. The Branch

College students put their brains together to solve problems that plague actual local businesses. It's based at Northcentral Technical College with Chamber support and already had students tackle a problem posed by Church Mutual Insurance Co.

It's called a "skills accelerator" because it gives college students training, connections and experience. The program includes students from NTC and beyond and is expanding to high schools.

### 6. HATCH

Wausau entrepreneurs have a shot at \$2,000 on June 22, and \$10,000 if their pitches are chosen for a regional competition. Community members can attend and vote alongside a panel of jurors.

HATCH is a statewide pilot program focused on central Wisconsin, said Jeremy Fojut, co-founder and chief idea officer of NEWaukee, which is managing the project. The funding comes from BrightStar Wisconsin Foundation and the Wisconsin Economic Development Corp, the state's economic development arm.

The purpose of the event is to support entrepreneurial culture, Fojut said. There's money on the table, but the events will also bring people together and help entrepreneurs learn to pitch their ideas.

### 7. 'Shark Tank' at D.C. Everest Junior High

Local groups and business owners have provided around \$10,000 to the eighth grade, Business Today students



T'XER ZHON KHA/JUSA TODAY NETWORK-WISCONSIN  
Laney Hughes, CEO of her apparel business Shallocat, passes out sample products to judges in March 2016 during the Young Entrepreneurs Academy Investor Panel at the Westwood Conference Center in Wausau.

who pitched their businesses to a "Shark Tank" style investor panel, said business education teacher Jim Dahlgren. Everest has hosted five of those events for students in recent years.

### 8. Empower + Create

Three female entrepreneurs in Wausau launched a support group for their peers this year. Its founders — a photographer, a stylist and an event planner — call it "a community of female creatives" and hold monthly meetings with networking and discussions.

### 9. Hmong Wisconsin Chamber of Commerce

The group's first satellite office opened this spring in Wausau, because of the size of the Hmong community here and the number of Hmong entrepreneurs.

The office is in the Hmong American Center on Sixth Street and open Tuesdays through Thursdays each week, said May yer Thao, the Chamber's executive director.

The Hmong Wisconsin Chamber of Commerce is headquartered in Milwaukee and its staffers travel around the state giving workshops and supporting business owners and developers. It will host monthly workshops in the Wausau region, Thao said.



SPORTS

# Arndt named Owen-Withee Female Athlete of the Year

USA TODAY NETWORK-WISCONSIN

### Owen-Withee High School Erica Arndt

**Honors:** High Honor Roll Award first and second semester of each year in high school; Academic Letter in freshman year; Academic Pin in sophomore year; Academic Plaque and Academic Pin in junior year; Academic Pin in senior year; Class Salutatorian.



Arndt

**Sports memory:** Being able to play in the state game my freshman year as a starter. So many memories were made that basketball season. I was lucky enough to be a part of the family we created. I will forever remember what it felt like to play at the big dance.

**College plan:** Planning to attend Northcentral Technical College next year. Will be a pre-nursing student. Plans to be a pediatric nurse then hopes to further education to become nurse practitioner.

**Junior honors:** Varsity letter in volleyball; varsity letter and hustle award in basketball.

**Senior honors:** Varsity letter, determination award, captain award and academic award in volleyball; varsity letter, captain award and best defensive player in basketball; captain award and varsity letter in softball.

### Celebrate our standout athletes

This is one in a series of profiles about student-athletes named as part of the Central Wisconsin High School Honors program, sponsored by Marshfield Clinic. Keep checking out our website and print edition each day for more profiles of our area's best high school athletes, and be sure to check out our special section included in the June 18 print editions.

Jun 14  
2017  
Page B02  
Clip resized 62%



# Peebles Chosen as Rotary Student of the Month

The Clintonville/Marion Rotary Club recently announced that Ciara Peebles, a senior at Marion High School, has been chosen as Rotary Student of the Month. She was honored April 17 during the Rotary lunch at Mathew's Supper Club.

When not attending school, Ciara works part-time at Econo Foods in Clintonville. She is the daughter of Shawn and Kim Peebles, rural Marion.

School activities include: basketball, 4 years; volleyball, 4 years; golf, 3 years; FFA member, 2 years; band, 4 years; National Honor Society, 2 years; student council representative, 2 years; 4-H member, 4 years; 4-H secretary, 2 years.

Community activities include: three mission trips; Sunday School and



Vacation Bible School teacher assistant, 3 years; Iola Old Car Show food stand, 3 years; American Red Cross blood drives, 2 years.

Honors, awards and achievements Ciara has earned include: varsity award in volleyball, junior and senior; varsity award in basketball, senior; academic award with a 3.5 GPA or above, 3 years; all conference academic; all star conference band, junior and senior; Badger Girls State; National Honor Society, junior and senior.

After graduating from Marion High School this spring, Ciara plans to attend [Northcentral Technical College](#) in Wausau to become a Radiology Technician.

Congratulations Ciara and best of luck in the future.



Jun 16

2017

Page A006

Clip resized 113%

REGISTER, CONTACT GERHARDT at (715) 365-4535 or by email at tgerdmann@nicoletcollege.edu.

# NTC awards scholarships to local students

Northcentral Technical College held its spring scholars and donors reception on April 27, during which the following local students were presented with scholarships:

—Aniwa: Katherine Hoepfner, Rachel Zahrt

—Antigo: Colton Brandow, Tasha Bushy, Alexis Clark, Marissa Hartman, Elizabeth Hatton, Morgan Koutnik, Ashley Novak, Kristina Novak, Kristi Poltrock, Michelle Umland.

—Bryant: Alec Braatz.

—Elton: Angela Reichert.

—Elcho: Melissa Siemers .

—Pearson: Mitchell Dutcher.

—Pickerel: Shawna Donohue.

—White Lake: Nicole Barron, Noah Kubacki.

— \$

p]

Dr  
lio  
of  
Co

Sc  
th:  
he  
for  
ex:  
20

in  
to  
of  
de

wi  
tio  
se:

of  
de  
Ch

th  
El  
ac  
th:



Abbotsford, Tribune-Phonograph

# Abbotsford students compete in Wisconsin welding contest

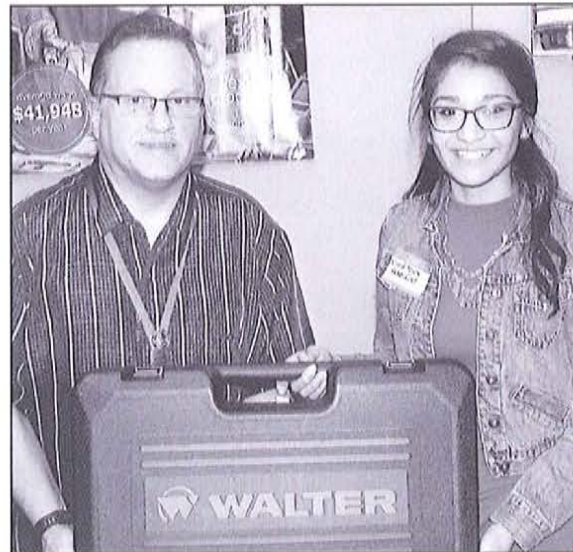
The Central Wisconsin Metal Manufacturing and Welding Alliance recently held their annual awards banquet on Tuesday, May 23, at the Holiday Inn in Rothschild. This banquet was to award high school welding students for their participation in the welding contest sponsored by the Alliance.

A total of 12 schools from central Wisconsin participated in the contest. Students were required to complete a simulated T weld on a Lincoln virtual MIG welder. The two finalists from each school then competed in an actual welding contest where they completed a fillet weld involving about six passes of weld bead on a six inch plate of steel.

Competing in the contest from Abbotsford High School were Valeria Reyes, who placed fourth, and Ezra Kreamsreiter, who placed 20th.

Each student in the contest received prizes, courtesy of the many manufacturing companies in central Wisconsin. The local company sponsoring the event was Colby Metal. Other company sponsors were Lincoln Electric, Miller Electric, Mississippi Welders Supply, [Northcentral Technical College](#), Mid-State Technical College and Nicolet College.

The purpose of this contest is to introduce and encourage students to enter the many careers in the field of manufacturing and especially careers in welding. There are many welding opportunities in central Wisconsin right now and the future looks very good for those interested in this career path.



**WINNER** - Valeria Reyes of Abbotsford High School placed fourth overall in the Central Wisconsin Metal Manufacturing Welding contest held this spring among 12 area schools. She is pictured receiving her award from Jeremy Brewster from Schuette Metals.

*SUBMITTED PHOTO*



Jun 21

2017

Page A001

Clip resized 49%



CAITLIN SHUDA/USA TODAY NETWORK-WISCONSIN  
Matt Vollmer and Ben Meyers won \$2,000 for their company, Abre Tech, during the HATCH business contest at Golden Eagle Log Homes in Wisconsin Rapids.

## HATCH to spawn enterprise in central Wisconsin

NORA G. HERTEL  
USA TODAY NETWORK-WISCONSIN

WAUSAU - Central Wisconsin could be the birthplace of the country's next high-tech business innovation.

Think Uber, said Nick O'Brien, MCDEVCO's community engagement specialist. It's a car-for-hire app that revolutionized how people travel in cities, along with its competitor Lyft.

That's one possible outcome for HATCH, a new competition for entrepreneurs to make community connections and earn \$2,000 in start-up funds. HATCH, is geared to business ideas that can scale up to a national level.

"They're more than just your mom-and-pop restaurant and retail," O'Brien said.

Wausau will host the next HATCH event 6 p.m. Thursday in the YWCA Wausau building on North Fifth Street. Four entrepreneurs will pitch their businesses, and attendees can vote for their favorite pitch, enjoy free appetizers and beer and mingle. The business ideas being pitched will be three digital innovations and a mobile escape room.

The social mixing of people with a shared interest in entrepreneurialism might be the most important aspect of HATCH. Its goal is to create entrepreneurial culture, said Jeremy Fojut, co-founder and chief idea officer of NE-Waukee, which is managing HATCH.

"I'm more concerned about what happens off the stage," Fojut said.

HATCH is a statewide pilot program focused on central Wisconsin. It kicked off in Wisconsin Rapids in April, moved to Stevens Point in May and will travel to Marshfield in July. Wausau is the June host.

In November, winners from all four sites and a few wild card entrepreneurs

**See HATCH, Page 5A**

**HATCH in Wausau**

**When:** 6 to 8:30 p.m. Thursday

**Where:** YWCA Wausau, 613 North Fifth St., Wausau

**How much:** Free





Jun  
21  
2017  
Page  
A005  
Clip  
resized  
51%  
From  
A001

# HATCH

Continued from Page 1A

will pitch and compete for \$10,000 in Wausau during a new event called Startup Week.

The funding comes from BrightStar Wisconsin Foundation and the Wisconsin Economic Development Corp, the state's economic development arm.

"It seems to be a perfect time for this," O'Brien said.

Wausau is in the midst of an entrepreneurial push. New supports and educational programs are popping up around town for entrepreneurs of all stripes, including female and Hmong business owners and for students from college down to elementary school.

O'Brien helped coordinate the Wausau event which features two pitches from central Wisconsin and five judges from the Wausau area.

The businesses include Imaginar Mobile Escape Room and Unpublished.io, which is a web platform for building and sharing research projects.

Another entrepreneur vying for the prize will pitch a program called PynPoints, which could send messages or ads to people depending on the time and their location,



Organizer Nick O'Brien, middle, mingles with patrons in October 2016 during the first Wausau SOUP event at the Wausau Club downtown.

such as a note about pizza if a delivery driver is headed to the neighborhood already or a coupon for a coffee around the corner from a bakery customer, O'Brien said.

The fourth pitch is for Gator App, which would allow people to create posts for different social media channels at the same time.

Audience members will vote and their consensus will count as one juror. Tom Shannon, president and CEO of BrightStar Wisconsin Foundation is the only out-of-town judge. And there are five local judges

on the panel including:

» Kevin Eichelberger, owner of Red Eye Brewing Company and Patina Coffeehouse

» Ann Werth, Wausau's former community development director

» Kimberly Reed, business instructor for North-central Technical College and former owner of Wausau To Go

» Dan Timm, a vice president at River Valley Bank

» Erik Rajek, Byline Bank's assistant vice president and business development officer

The winner will be announced around 8 p.m.

Thursday and go on to the regional competition in November.

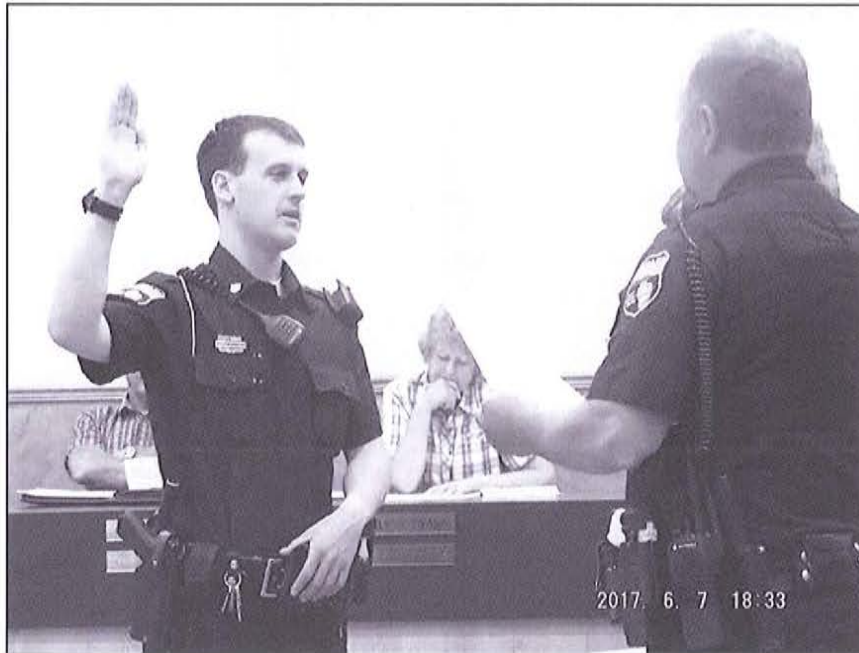
Nora G. Hertel: [nora.hertel@gannettwisconsin.com](mailto:nora.hertel@gannettwisconsin.com) or 715-845-0665.

**Wausau Area Marathon June**  
**DEM July**

Rides	Open	Specials
Fri., June 30	5 p.m.	5-10 Wristb or 50¢ Ann



Jun 22 2017 Page A03 Clip resized 60%



BERLIN JOURNAL PHOTO

NEW BERLIN POLICE OFFICER Mitchel Jazdzewski, left, shown here with Chief Dennis Plantz, is sworn in and officially welcomed to the ranks of the local police force.



BERLIN JOURNAL PHOTO

CITY OF BERLIN DEPUTY CLERK Midge Seaman, right is shown here with new Berlin Police Department Officer Mitchel Jazdzewski during his swearing in.

## New officer welcomed to Berlin PD

Hailing from Stevens Point, Mitchel Jazdzewski joined the Berlin Police Department in May. Jazdzewski graduated from Stevens Point High School before attending [North Central Technical College](#) (NCTC) to study criminal justice. He continued at NCTC where he then completed Law Enforcement Academy. The

Berlin Police Department is pleased to have Jazdzewski as a new officer who is currently completing his field training program with the department.

In his time away from work, Jazdzewski is an avid hunter with bow hunting being at the top of his list.



## Area students graduate, receive academic honors

Joshua Buehler of Medford graduated with a bachelor's degree in biology from Northland College in Ashland.

Rebekah Edelburg, daughter of Robert and Lori Edelburg of Rib Lake, has been named to the honors list for the second semester at Martin Luther College in New Ulm, Minn. by earning a grade point average of at least 3.6.

Makenna Kurth of Gilman received academic honors for the spring semester at the University of Wisconsin-Green Bay by earning a grade point average between 3.5 and 3.74.

Kaitlin Walsh of Medford was named to the dean's list for the spring semester at Iowa Lakes Community College in Estherville, Iowa by earning a grade point average of at least 3.25.

Medford students Ashley Bellendorf, Mitchel Block, Rebecca Dassow and Amber Hederer received highest academic honors for the spring semester at the University of Wisconsin-Stevens Point (UWSP) with a grade point average of 3.9 to 4.0.

Emily Colson of Rib Lake received high academic honors with a GPA of 3.75 to 3.89.

Mary Knight, Elizabeth Lemke, Bryce Mahoney and Aaron Mosentine, all of Medford, and Katelyn Ruppel of Stetsonville received academic honors with a GPA of 3.5 to 3.74.

The University of Wisconsin-Eau Claire has named the following area students to its dean's list for the spring semester: Logan Rosemeyer and Anna Sedivy of Gilman; Brock Baumann, Marissa Laher and Megan Strobach, all of Medford; Ryne Gerstberger and Moriah Main of Rib Lake; and Jacob Vircks of Stetsonville.

Area students named to the dean's list for the spring semester at the University of Wisconsin-River Falls with a grade point average of at least 3.5 were Kendall Skabroud, Stephanie Warminski and Brooke Webster, all of Gilman; Roman Alvarado, Racheal Krug, Joel Leonard, Samuel Porten, Jen Stolp, Riandro Vogt, Heidi Wildberg, all of Medford; and Jacob Johnson of Westboro.

Northcentral Technical College (NTC) held its spring scholars and donors reception on April 27 during which the following local students were presented with scholarships:

Athens — Brianna Jankowski, Monica Jurisch, Melissa Kelley, Haley Kralcik, Grace Ollhoff, Marisa Radloff, Cassie Schaetzl, Max Stange, Dustin Thums and Jordan Zinkowich.

Curtiss — Maria Torres.

Dorchester — Lois Burkholder, Cassandra Hornback, Juan Tzintzun and Kelsey Weiler.

Medford — Carlye Baker, Tammy Damm, Mary Dehne, Jason Engel, Chase Handel, Rina Harries, Megan Hartman, Monica Juneau-Strebig, Weston King, Tanya Lybert, Jamie Nelson, Megan Pearson, Amy Schilling, Ravyn Schmidt, Brooke Smola and Lisa Widmer.

Rib Lake — Karen Vlach.

Stetsonville — Heather Adams and Brook Wesle.

Westboro — Rebecca Van Luven.

Withee — Robert Quinnell and Montana Sova.



Jun 22

2017

Page B014

Clip resized 71%