



DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, August 8, 2017

Northcentral Technical College

1000 W. Campus Drive

Wausau, WI 54401

Center for Health Sciences – Room 4011

12:15 p.m. Lunch – Center for Health Sciences, Room 4003

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. APPROVAL OF MEETING MINUTES

A. [Approval of minutes from July 10, 2017 Board of Trustees Meeting](#)

Motion: That the Northcentral Technical College Board Approve the meeting minutes from the July 10, 2017 Board of Trustees meeting.

Voice Vote Required

IV. REGULAR VOTING AGENDAS

A. [Approve Draft 3-Year Facility Plan](#) – Rob Elliott

Motion: That the NTC District Board approves Northcentral Technical College's draft Three-Year Facilities Plan 2018-2020.

Voice Vote Required

B. [Student Employment/Work-Study Salary Increase 2017-2018](#) – Karen Brzezinski

Motion: That the NTC District Board approve to authorize the 2017-2018 salary change.

Voice Vote Required

V. CONSENT VOTING AGENDA

A. Approval of consent Voting Agenda

- [New Gerontology Associate Degree Program](#)
- [New Supply Chain Management Associate Degree Program](#)
- [Personnel Report](#)
- [Receipts and Expenditures](#)

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

- [New Gerontology Associate Degree Program](#)
- [New Supply Chain Management Associate Degree Program](#)
- [Personnel Report](#)
- [Receipts & Expenditures](#)

Roll Call Vote Required

VI. BOARD DEVELOPMENT

A. Program Completion to Achieve Student Success – ELT

VII. INFORMATION/DISCUSSION

A. President's Report

- [Board Dashboard Executive Summary and Year-End Report 2016-2017](#) – Vicki Jeppesen/Angie Servi
- Draft Board Dashboard for upcoming year 2017 – 2018 – Handout, Vicki Jeppesen/Angie Servi
- [Draft CEO Goals](#) – Lori Weyers
- Tactical Safety Range Ribbon Cutting, Merrill Public Safety Center of Excellence – Tuesday, October 24th, 2017
- Comments from Informational Update

B. Chairperson's Report

- WTC District Boards Association – Waukesha, November 1st – 4th, 2017

C. Information

- [Business & Industry Annual Report](#)
- [2017-2019 Executive Leadership Team Action Plan](#)
- [Student Success Scorecard](#)
- [Instructional Vitality Process Report](#)
- [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 July 10, 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 July 10, 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

Monday, July 10, 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 July 10, 2017 at the Wausau Campus. Chairperson Maria Volpe called the meeting to order at 1:01 p.m.

Roll Call:

Douglas Faragher (joined video conference and signed off at 1:31 p.m.)	X	Ruth Risley-Gray	X
Tom Felch	X	Dale Smith	X
Kristine Gilmore	E	Maria Volpe	X
Lee Lo	X	Paul Proulx	X
Charlie Paulson	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. SWEARING IN CEREMONY

IV. APPROVAL OF MINUTES

A. It was moved by Lee Lo and seconded by Dale Smith that the NTC Board of Trustees meeting minutes from June 13, 2017 be approved. Motion carried unanimously.

V. REGULAR VOTING AGENDAS

A. Election Board Chair

Paul Proulx nominated Tom Felch to be Board Chair. It was moved by Paul Proulx and seconded by Dale Smith that nominations be closed. It was moved by Paul Proulx and seconded by Lee Lo that Tom Felch be elected as Chair. Motion carried unanimously.

B. Election of Board Vice-Chairperson

Maria Volpe nominated Paul Proulx to be Vice Chair. It was moved by Dale Smith and seconded by Lee Lo that nominations be closed. It was moved by Maria Volpe and seconded by Dale Smith that Paul Proulx be elected as Vice Chair. Motion carried unanimously.

C. Election of Secretary-Treasurer

Charlie Paulson nominated Maria Volpe as Secretary-Treasurer. Paul Proulx moved that nominations be closed. It was moved by Paul Proulx and seconded by Dale Smith that Maria Volpe be elected as Secretary-Treasurer. Motion carried unanimously.

D. 2017 – 2018 Board of Trustees Meeting Dates/Locations

Established 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. It was moved by Maria Volpe and seconded by Dale Smith with a unanimous vote that the NTC District Board approves the consent Voting Agenda
- New Maintenance Technician Apprentice - Revised
 - Receipts & Expenditures

Roll Call Vote Ayes: Faragher, Felch, Lo, Paulson, Risley-Gray, Proulx, Smith & Volpe

VII. INFORMATION/DISCUSSION

- A. President's Report
- Vicki Jeppesen updated the Board regarding the NSF Grant award.
 - NTC Mobile App Update – Katie Felch/Logan Brown
 - Katie and Logan updated the Board regarding the new NTC Mobile App. NTC launched the app two weeks before the July 4th holiday. NTC is the first in the system to have our own designed mobile app. We will be doing a full launch in Fall 2017.
 - Outcome-Based Funding Annual Report – Vicki Jeppesen/Angie Servi
 - Vicki and Angie updated the board. We are 8th in size, anytime the College does better than 8 that is always a bonus. Angie and Lori co-lead a group that monitors this data.
 - Comments from Informational Update
- B. Chairperson's Report
- WTC District Boards Association Summer Meeting – July 13, 2017 – July 15, 2017 (Double Tree Hilton – Kenosha)
 - Tom Felch as Board Chair of CWIMMA, gave a public "Thanks" to NTC for supporting the CWIMMA Golf Outing.
- 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 1:31pm

A. It was moved by Tom Felch and seconded by Paul Proulx 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 June 13, 2017 Closed Session Minutes
- Update regarding pending litigation

Roll call: Felch, Lo, Paulson, Risley-Gray, Proulx, Smith & Volpe

IX. OPEN SESSION (Immediately following the above Closed Session)

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

Roll call: Felch, Lo, Paulson, Risley-Gray, Proulx, Smith & Volpe

VII. MEETING ADJOURN

By consensus the meeting adjourned at 1:49 p.m.

Respectfully submitted,

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

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

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

MEETING DATE: August 8, 2017

TOPIC: Draft Three-Year Facilities Plan 2018-2020

POLICY: Wisconsin Statute 38.04 (10) requires each Wisconsin Technical College District to prepare and submit a Three-Year Plan to the Wisconsin Technical College System Board (WTCBS). The plan must be approved by the District Board. The plan will be accepted and reviewed by the WTCSB but no action will be taken.

INTERPRETATION: Northcentral Technical College's Three-Year Plan is submitted for the District Board of Trustees review and approval.

DATA/RESULTS: The attached Draft Three-Year Plan 2018-2020 outlines changes that have been made to the potential projects for the current fiscal year. Projects listed are proposed capital improvements, acquisitions, remodeling and new construction exceeding \$30,000 but not greater than \$1,500,000 pursuant to s. 38.04 (10). The Three-Year Plan informs the WTCS Office of potential plans but does not ask for the permission to proceed. Each project must be approved on a project-by-project basis following requirements set forth in WTCS administrative policy.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
The Board approves Northcentral Technical College's draft Three-Year Facilities Plan 2018-2020

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

Signed _____ *Loni A. Waynes*

Dated August 1, 2017



Northcentral
TECHNICAL COLLEGE

Draft
**Three-Year Facilities Plan
Summary**

2018 – 2020

Dr. Lori A. Weyers, President

**Northcentral Technical College
1000 Campus Drive
Wausau, Wisconsin 54401**

Executive Summary

The Northcentral Technical College Board of Trustees understands the workforce needs of its businesses and industries, and the desire of its citizens to live in a safe environment. Through constant contact with community members, community forums with stakeholders, and strategic planning, the College will ensure it is aligned with the future growth and innovation needs of our students, employees, and district communities.

The College has established new goals to exceed 3,700 FTE's. The NTC Board further understands that the college's goal can only be met through continuous quality improvement in the areas of program expansion, flexible delivery, rejuvenation of existing facilities, and construction of new training facilities.

The College plans to make an emphasis in the following areas to achieve its goals:

1. Remodeling and capital improvements of its 49-year-old facility in Wausau.
Emphasis on program delivery methods and general aesthetics.
2. Capital improvements of its 48-year-old facility in Antigo.
Emphasis on program delivery methods and general aesthetics.
3. Capital improvements of District regional campuses.
Emphasis on program delivery methods and general aesthetics.

Project Summary

FY2017 – 2018

Additions/Acquisitions

Antigo Single Site

- Merrill CPAT Training Addition (\$480,000)
- Merrill CDL Training Addition (\$390,000)

Wausau Single Site

- Ag Center of Excellence Robotic Feeder Addition (\$150,000)
- Ag Center of Excellence Addition (\$800,000)
- Diesel Building Purchase (\$650,000)

Remodeling

Wausau Campus

- STEM Center (\$600,000)

Improvements

Wausau Campus

- F & H Bathroom Improvements (\$225,000)
- Furniture Replacement (\$300,000)
- Pharmacy Tech Renovation (\$60,000)
- Main Drive Crack Seal and Striping (\$40,000)
- Roof Replacement H Building (\$300,000)
- Walking Trail (\$125,000) (Covered by Land Disposal)
- General Facility Repairs/Improvements/Contingency (\$100,000)

Regional Campuses/Centers

- Ag Manure Pit Expansion (\$300,000)
- Ag Building Signage (\$6,000)
- Ag Drainage Tile (\$10,000)
- Ag Concrete for Calf Hutches (\$50,000)
- Ag Gravel by Red Shed (\$18,000)
- Merrill Electrical Upgrade and Heat in Emergency Village (\$75,000)

Project Summary

FY2018 – 2019

Remodeling

Wausau Campus

- CHS Dental Renovation (\$400,000)
- Cosmetology & Beauty Renovation (\$250,000)

Improvements

Wausau Campus

- Furniture Replacement (\$200,000)
- Grounds Equipment (\$70,000)
- Fleet Vehicles (\$50,000)
- Sidewalk Replacement (\$50,000)
- Handicap Restroom Door Operators (\$100,000)
- Civil Rights Audit Repairs (\$36,000)
- CHS & E101-102 Furniture Replacement (\$100,000)
- C Parking Lot Replacement (\$300,000)
- E Building Roof Replacement (\$450,000)
- Auto Shop Roof Replacement (\$380,000)
- CHS Parking Lot Resurfacing (\$250,000)
- CDL Parking Lot Resurfacing (\$250,000)
- Diesel Parking Lot Resurfacing (\$300,000)
- A Building Handicap Parking Lot Resurfacing (\$80,000)
- CBI Road and Culvert Replacement (\$200,000)
- Fire Alarm System Upgrade (\$30,000)
- HR & Finance Magnetic Door Hold-opens (\$5,000)
- AHU Replacement G Building (\$100,000)
- A, E, & H Outside Damper Replacement (\$100,000)
- CHS Roof Fans Replacement (\$50,000)
- F, G, & H Foam Insulation (\$30,000)
- A Building Windows (\$75,000)
- Library Window Replacement (\$40,000)
- A & F Elevator Replacement (\$500,000)
- General Facility Repairs/Improvements/Contingency (\$100,000)

Regional Campuses

- Phillips Campus Roof Replacement (\$100,000)
- Phillips Parking Lot Seal Coat and Stripping (\$20,000)
- Phillips Landscaping and Drainage Repair (\$25,000)
- Spencer Parking Lot Seal Coat and Stripping (\$15,000)

Project Summary

FY2019 – 2020

Additions/Acquisition

Antigo Single Site

- CDL Expansion (\$500,000)

Phillips Single Site

- Medford Campus Purchase (\$1,500,000)

Wausau Single Site

- Culinary Addition (\$1,000,000)
- Maintenance Warehouse Addition (\$500,000)

Improvements

Wausau Campus

- Furniture Replacement (\$300,000)
- Sidewalk Replacement (\$50,000)
- E Parking Lot Resurfacing (\$300,000)
- Exterior Lighting Replacement (\$100,000)
- Curb and Gutter Replacement (\$200,000)
- General Facility Repairs/Improvements/Contingency (\$200,000)

Board Summary

FY2017-2018

Additions/Acquisitions Total:	\$2,470,000
Remodeling:	\$ 600,000
<u>Improvements:</u>	<u>\$1,609,000</u>
Total:	\$4,679,000

FY2018-2019

Remodeling:	\$ 650,000
<u>Improvements:</u>	<u>\$4,006,000</u>
Total:	\$4,656,000

FY2019-2020

Additions/Acquisitions Total:	\$3,500,000
<u>Improvements:</u>	<u>\$ 1,150,000</u>
Total:	\$4,650,000

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

MEETING DATE: August 8, 2017

TOPIC: Work-Study/Student Employment Salary Increase 2017-2018

POLICY 1.5 Compensation and Benefits – With respect to employment, compensation and benefits to employees, consultants and contract workers, the Chief Executive officer may not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, he or she may not:

1. Promise or imply permanent or guaranteed employment.
2. Establish current compensation and benefits which deviate materially from the geographic or professional market for the skills employed or that may harm our competitive position.
3. Fail to ensure employee staffing profile efforts similar to the community profile.

Wisconsin Statute 38.12 (3) requires the District Board to approve compensation of District employees.

INTERPRETATION: The Board must authorize salary increases of work-study/student employees.

DATA/RESULTS:

Board authorization is requested to implement August 21, 2017 salary change for work-study/student employees. The proposed change is aligned with the 2017 - 2018 fiscal planning parameters presented to the board and do not deviate materially from the geographical or professional market for the skill employed.

- Work-study and student employee rate to \$10.00 per hour.

AGENDA CATEGORY:

Regular Agenda

PROPOSED MOTION:

Approval to authorize 2017 - 2018 salary change as indicated above.

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

Signed Dr. Lori A. Weyers Dated: August 1, 2017

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

MEETING DATE: August 8, 2017

TOPIC: New Gerontology Associate Degree Program

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

DATA/RESULTS: People 65+ represented 14.9% of the population in the year 2015 but are expected to grow to be 21.7% of the population by 2040.¹ Wisconsin residents tend to be older than those in the United States as a whole. Currently, five counties in the NTC district have more than 20% of residents in this age group (range 13 to 25%).² As the elderly population grows, it is important that employees working in health care and social services organizations have specialized education and training in geriatric services.

The Gerontology program is an interdisciplinary study of health and human services perspectives of older adulthood. It combines a foundation in the psychosocial and physiological aspects of aging with an understanding of programs, services, and policies related to aging and older adults. It provides learners with the theoretical knowledge and practical experience to pursue careers in a variety of settings, whether just entering the workforce or enhancing their existing careers in service delivery roles as well as leadership roles.

According to EMSI 2017 data³, there are currently 611 jobs in the NTC district in the field of gerontology. Jobs are expected to grow 7% in the next five years and 12% in the next ten years due to projected job growth, turnover and retirements. This growth is higher than Wisconsin as a whole (4% and 7%, respectively).

Two-thirds of employers responding to the in-district employer survey reported that they plan to increase their staff in the next four years. All responding employers reported having difficulty finding qualified employees with this skill set and two-thirds of employers indicated they would hire a NTC graduate from this program, even if they had no previous experience. One half of the responding employers stated they would encourage current employees to complete this program. One respondent commented, "Background and experience in gerontology would be a plus as our population is aging and we will need more staff to meet the needs of the community."

The College wishes to submit the Gerontology Associate Degree Program concept review documents to the Wisconsin Technical College System Office for consideration as part of the WTCS Occupational Program Approval Process. By approving the submission of the program proposal, the College will continue to the next step in the process for developing this as a WTCS approved program.

¹A Profile on Older Americans: 2016. Administration on Aging. Administration for Community Living. U.S. Department of Health and Human Services.

²U.S. Census Bureau.

³Economic Modeling Specialist International, EMSI 2017 data.

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

Approval of program proposal of the Gerontology Associate Degree program

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

Signed Lori A. Wayner Dated August 1, 2017

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

MEETING DATE: August 8, 2017

TOPIC: New Supply Chain Management Associate Degree Program

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

DATA/RESULTS: The Supply Chain Management Associate Degree program is designed to provide learners with the necessary skills and knowledge to be a leader in any industry involved in the flow of goods. Learners will examine the various links within the supply chain from point of origin to the point of consumption. With a focus on project management, learners will learn how to manage activities across all functions of industry. Key components of this degree include: project/operations management, manufacturing, logistics, strategic planning, scheduling and coordinating resources, purchasing and inventory management.

According to EMSI 2017 data¹, there are 1040 jobs in the NTC district for this type of occupation. There are 175 projected job openings in the next five years and 333 projected job openings in the next ten years. These jobs represent turnover, job growth and projected retirements. Within the next five and ten year periods, job growth is expected to be higher in the NTC district (2.3% and 2.7% respectively) than in the State of Wisconsin (1.7%).

Employers responding to the in-district employer survey reported that they anticipate having 87 full-time positions in this field available over the next five years. Nine employers reported experiencing difficulty finding qualified employees with this skill set. More than half of the employers reported they would hire a NTC graduate from this program, even if they had no previous experience. One respondent commented, "Would love to see the curriculum and get involved with the program" and "We think this is a good program for an ever changing world of manufacturing. We would support this as much as possible".

The College wishes to submit the Supply Chain Management Associate Degree Program concept review documents to the Wisconsin Technical College System Office for consideration as part of the WTCS Occupational Program Approval Process. By approving the submission of the program proposal, the College will continue to the next step in the process for developing this as a WTCS approved program.

¹Economic Modeling Specialist International, EMSI 2017 data.

AGENDA CATEGORY: Consent Agenda	PROPOSED MOTION: Approval of program proposal of the Supply Chain Management Associate Degree program
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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 August 1, 2017

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

MEETING DATE: August 8, 2017

TOPIC: Personnel Changes

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

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

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

New Hires:

1. Daniel Conrad, Fire Faculty
2. Hannah Lee, Assistant, Academic Resources Center
3. Lana Jurek, Nursing Faculty
4. Anne Klump, Youth Apprenticeship Assistant
5. Jenny Stieber, Medical Assistant Faculty
6. Tracy Brewer, Business Development Manager
7. Amy Denissen, Virtual College Advising Specialist

Resignations:

1. Julie Webb, Certified Nursing Assistant Faculty
2. Max Murisak, Custodian
3. Bobbi Damrow, Dean of Business & Industry and Regional Campuses

Retirement:

N/A

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Lois A. Waynes

Dated August 1, 2017

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

MEETING DATE: August 8, 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 June 30, 2017.

Preliminary YTD Fund 1 – 7 Revenues: \$97,251,686
Preliminary YTD Fund 1 – 7 Expenses: \$97,003,353

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 August 1, 2017

NTC BOARD OF TRUSTEES 2015-17 DASHBOARD

EXECUTIVE SUMMARY

The Board of Trustees Dashboard provides the Board with high-level information regarding the health of Northcentral Technical College (NTC). Indices are selected that provide information in support of the Strategic Directions, Student Success Indicators and Outcomes Based Funding. Utilizing the Dashboard is in alignment with the Executive Limitation regarding Communication and Counsel to the Board.

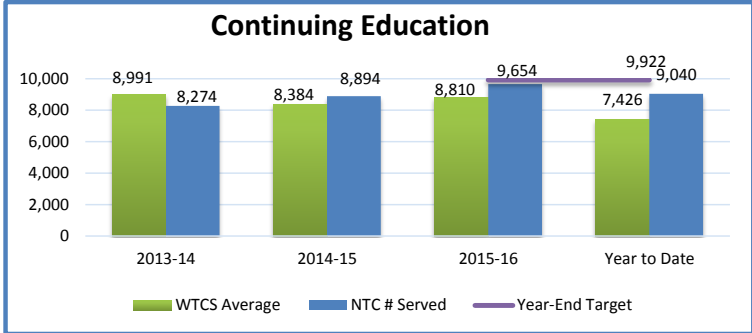
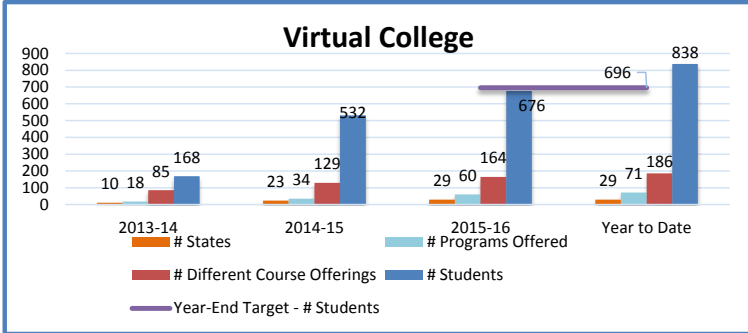
Overall Achievements: During 2016-17, the College was successful in making significant progress and/or exceeding established goals as indicated in the Dashboard. **Four of the nine indicators exceeded targets**, with two indicators exceeding targets by over 20%. NTC continues to meet the needs of the District through access, outreach, innovative learning, transfer opportunities, and collaboration.

Growth and Innovation: Since Virtual College and Continuing Education were identified as areas of high potential growth for the College, the focus of the Growth and Innovation section was in these two areas. NTC was named the #1 Online College in Wisconsin and the #4 Online College in the Nation in 2016, according to Onlinecolleges.com. **In 2016-17, NTC exceeded the goal for total Virtual College students, realizing an increase of 24% since 2015-16.** In addition, the other three metrics for Virtual College either remained steady or increased in 2016-17. In the Continuing Education area, **NTC was ranked #1 of the 16 technical colleges in number of Professional Development Credits earned.**

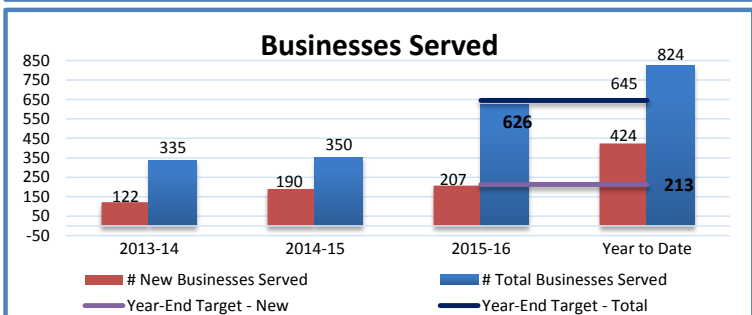
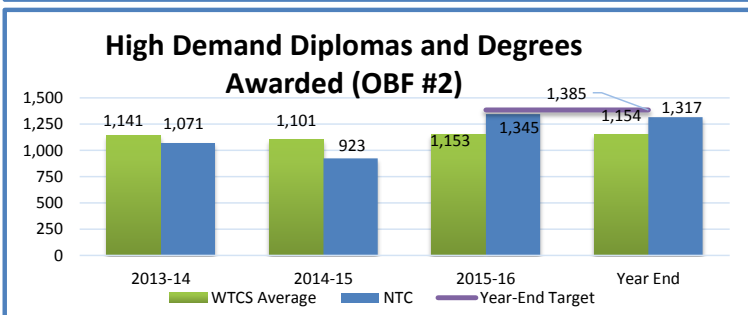
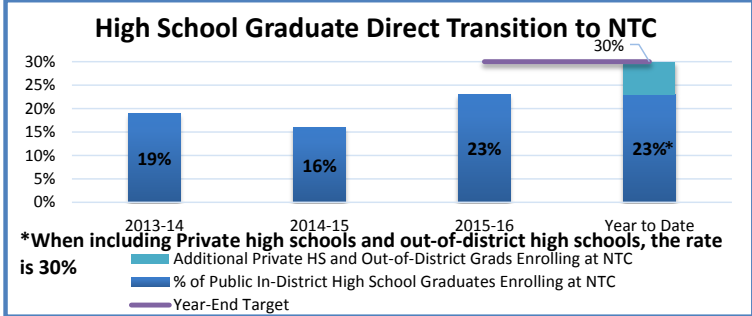
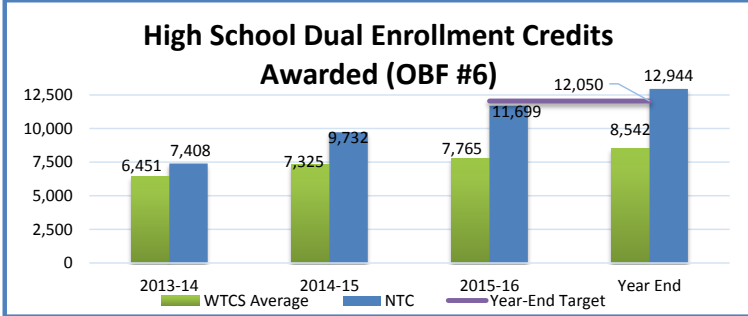
Strategic Partnerships: NTC awarded nearly 13,000 dual enrollment credits to high school students in 2016-17, **exceeding the target for this metric by over 7%.** In addition, when considering in-district public high school graduate, in-district private high school graduate, and out-of-district high school graduate enrollments at NTC within a year of their high school graduation, NTC has **met its goal of 30%** direct high school transition. Additionally, the College awarded over 1,300 degrees and diplomas in high demand fields in both 2015-16 and 2016-17. The College's **Business & Industry Team exceeded targets in both the number of area businesses served overall and new businesses served** with customized training and educational opportunities. B&I served 824 businesses and 424 new businesses this past year.

Student Success and Achieving the Dream: While the College did not fully meet its goal for semester-to-semester retention, it saw improvement in the percentage returning or graduating from Fall to Spring semesters, and **exceeded the WTCS benchmark** of 81% retention. NTC continues to enhance its understanding of student retention and graduation by measuring items such as earning a 2.0 or better and being retained not only from semester-to-semester, but from year-to-year. NTC is also analyzing the retention of new program students. The College increased its percentage of students graduating within three years from 39% in 2015-16 to 48% in 2016-17, **exceeding the target by 3% in this area.** Awarding a greater number of Embedded Technical Diplomas during the beginning year of the cohort helped boost this metric. In 2016-17, the College began the Program Completion to Achieve Student Success project (PASS), and continues to work on this project along with other supporting initiatives in order to improve completion rates for Associate Degree students, which will positively impact graduation rate numbers going forward.

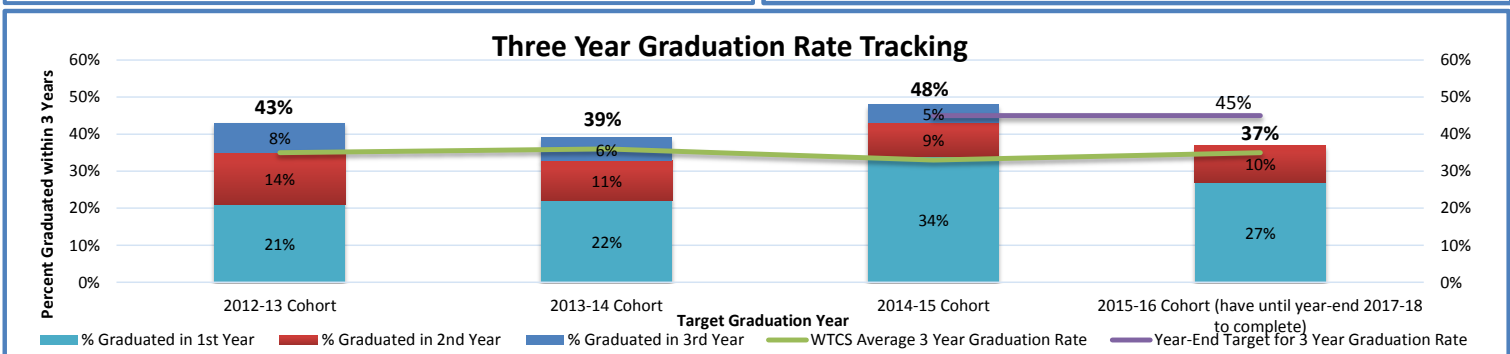
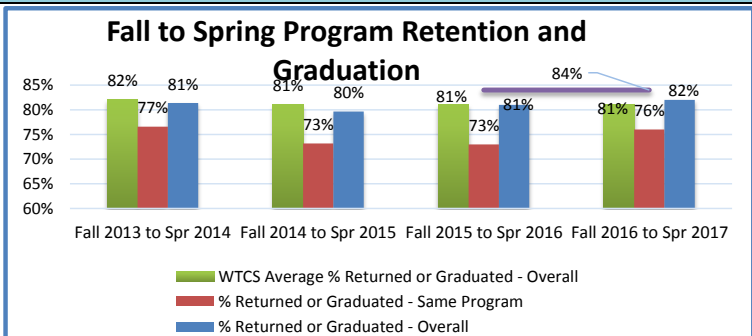
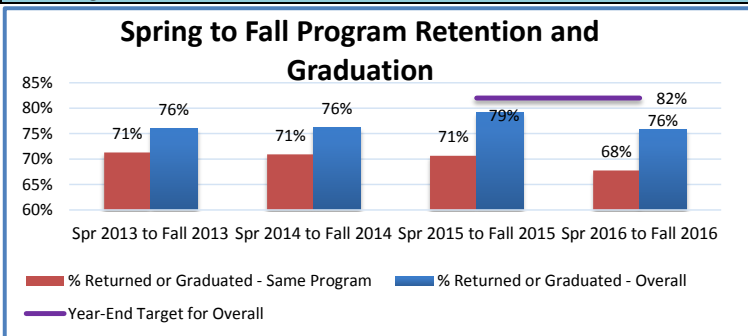
NTC Strategic Direction: Growth & Innovation



NTC Strategic Direction: Strategic Partnerships and Outcomes Based Funding Criterion #6 (Dual Credit Enrollments) and Criterion #7 (Workforce Training)



Achieving the Dream and Student Success Framework: Indicator #2 - Retention and Indicator #3 - Graduation



Data Definitions

Virtual College: Number of states served by Virtual College courses, Number of academic programs offered fully through Virtual College, Number of different Virtual College course offerings (both Continuing Education and Program Courses), and Total number of students served (both in Continuing Education and Programs).

Continuing Education: Total number served through Continuing Education course offerings.

High School Dual Enrollment Credits Awarded: Number of credits earned through Advanced Standing, Youth Apprenticeship, Youth Options, Course Options, Dual Credit, and Contracts with High Schools. This is the WTCS definition and is used for Outcomes-Based Funding calculations.

High School Graduate Direct Transition to NTC: Percentage of previous year's district high school graduates who transitioned to post-secondary coursework at NTC within one year of graduation.

High Demand Diplomas and Degrees Awarded: Number of WTCS-recognized degrees and diplomas awarded in Top 50 "High Demand Fields", according to a list generated by WTCS using DWD data. This is the WTCS definition and is used for Outcomes-Based Funding calculations.

Businesses Served: Total unduplicated number of businesses served through Business & Industry, Public Safety, and Continuing Education areas.

Total unduplicated number of new businesses served through Business & Industry, Public Safety, and Continuing Education areas.

Spring to Fall Program Retention and Graduation: Percentage of program students enrolled during the Spring term who either re-enroll in the program or at NTC the following Fall, or graduate in May or August. This metric measures those who return/graduate in the same program, as well as those who return/graduate in any program at NTC. Does not include pre-program student data.

Fall to Spring Program Retention and Graduation: Percentage of program students enrolled during the Fall term who either re-enroll in the program or at NTC the following Spring, or graduate in December. This metric measures those who return/graduate in the same program, as well as those who return/graduate in any program at NTC. Does not include pre-program student data.

Three Year Graduation Rate: Percentage of new program students (were not enrolled at NTC within the last 4 years) who graduated from the *same program* within three years of beginning the program. Includes pre-program student data.

2016-17 Annual Report Schedule

July	Organizational Development NTC Foundation/College Advancement Employee Satisfaction (every other year - 2017) Student Satisfaction (every other year - 2018)
August	Business & Industry Service Quality Review & Instructional Vitality Processes Three Year Facilities Plan Student Success
September	Economic Status Learning Update Student Engagement (2017)
October	K-16
December	Three Year Information Technology Plan Annual Financial Status
January	Cost per FTE
February	Capital Initiatives Economic Status
March	Marketing Update
April	Operating Budget Framework
May	Affirmative Action
June	Graduate Outcomes Fund Balance Reserve & Bond Rating

Draft CEO Goals 2017-2018

1. Implement phase two of Achieving the Dream focusing on Program Completion.
2. Develop and implement a plan for the farm to table initiative supporting our culinary and agricultural programs.
3. Develop a plan for the first indoor agility facility in the Midwest at our Public Safety Center of Excellence with a summer of 2018 completion date.
4. Develop a business plan for CE/Public Safety/Business and Industry to move towards a cost neutral model
5. Complete the Agriculture Center of Excellence expansion plan.
6. Continue to build key strategic partners throughout NTC' s District:
 - a. Individual meeting with District Legislators
 - b. Host K-12 Administrative meetings
 - c. Continue my leadership role with the Entrepreneurial and Education Center (EEC) Board with Business and Industry partners.
7. Serve in at leadership role with the WTCS Presidents Association:
 - a. Department of Corrections subcommittee member
 - b. Student Services Administrators - President Liaison



2016-2017

***Business and Industry
Annual Report***

June 2017

Building Solutions through Relationships, Performance, and Results

Executive Summary

In 2016-2017 the NTC Business & Industry (B&I) Division provided approximately \$1.5M in training needs to our district stakeholders. These contracts garnered 75 FTE's which brought in an additional \$120,000 in state aid. This combined with strong performance from Continuing Education and Apprenticeships led to a combined performance based funding ranking of seventh amongst the 16 technical colleges in Criteria #7 for 2016-2017 resulting in a outcomes based funding allocation of approximately \$200,000. Facility rental opportunities increased in 2016-2017 netting a revenue of approximately \$42,000 in addition to \$32,000 of in-kind value to non-profit partnerships such as the Chamber, Workforce Development Boards, etc.

The B&I team developed and delivered high quality training programs to the districts' business partners as confirmed by our satisfaction surveys. *Needs Assessments* and *Strategic Planning Services* with business clients have resulted in strong, multi-year training relationships. B&I collaborations with internal NTC departments and faculty have strengthened the efforts to extend the reach of training to all industry sectors. A continued focus on adjunct development also kept our line of products and services fresh with new content presented for very specific audiences.

The B&I Advisory Committee, chaired by Jeny Nieuwenhuis-Hardel of REI, provided direction and guidance. New initiatives for 2016-2017 such as the Business Solutions Series piloted in Wausau and Medford, Entrepreneurial Skills programming in Antigo, Construction Pre-apprenticeship programming, and The Branch & The Branch Academy have met the needs of regional businesses with training & topics relevant to the success of their individual operations.

Credit and non-credit offerings in the business related fields continue to be in high demand as the labor force demographics change. Topics such as supervision, leadership, coaching, team building, time management, problem solving, and strategic planning and talent development are some of the most requested. NTC's relationships and success in multi-year training programs have created trust with our stakeholders in providing relevant services to assist in sustaining and developing an effective workforce.

Staffing changes included Weng Liew, Business Development Manager, leaving NTC to take on full-time pastoral duties at his church and Sarah Kapelleusch, Learning Coordinator, departing to move to southwestern WI. Joining the team in Business Development Manager roles were Jared Eggebrecht in August 2017, Craig Bernstein in October 2017, Catherine Yang as a Customer Service Representative for BI & CE in June 2017 and Amanda Brzezinski as a Learning Coordinator for BI & CE in June 2017.

Also serving our district in workforce training and technical assistance are numerous consultants and the UW Stout Manufacturing Outreach Center.

Key Metrics

- ✓ Approximately 1.5* million dollars in training projects, grants, facility rentals, and K-12 contract partnership revenue
 - Customized Training Revenue = \$860,000
 - Technical Assistance Revenue = \$300,000
 - Additional Revenue sources (Rental) = \$42,000
 - *In-kind “college partnership” rental value = \$31,912*
 - K12 ITV Contracts = \$255,000
- ✓ Outcome based funding ranking of #7 of 16 WTCS colleges = allocation captured ~ \$200,000
- ✓ Contract FTE = 75, \$120,000 state aid captured
- ✓ Unduplicated Headcount = 2,738
- ✓ Duplicated Headcount = 4,294
- ✓ Number of B&I clients served = 207
- ✓ Number of B&I, CE, & Public Safety clients served = 824 (w/rental 914)
- ✓ Number of B&I, CE, & Public Safety “New Businesses Served” = 424

**Note: Approximately \$100,000 in Customized WATG Training for 2016-2017 will be finalized in July & August 2017; WTCS WATG year closes 8/1/2017.*

WAT Grant Summary

In partnership with the Resource Development Team four multi-business Workforce Advancement Training Grants (WATG) were developed, submitted, awarded, and executed. Training associated with these grants continues through August 31, 2017, and due to excellent grant management and partner relationships an expected 97% utilization of these funds is expected.

Note: The 2016-2017 WAT awards exceeded the 2015-2016 WAT awards by \$28,423.

<u>WAT Grants Received 2015-2016</u>	<u>Award Amount</u>
Northcentral Business Consortium	\$199,608
Healthcare Talent Development	\$42,603
Building Technical Talent	\$152,975
Building a Safer Workplace Consortium	\$107,623
Total	\$502,809

Business related program topics included:

- Team Building
- Strategic Planning
- Professional Coaching
- Train the Trainer
- Facilitation Skills
- Culinary Team Building*
- Problem Solving
- Generational Differences*
- Supervision & Leadership
- Critical Core Business Skills

- Introduction to Business
- Customer Service
- Computers/Information Technology
- Project & Quality Management
- Entrepreneurial Training*

Technical & Trades programs topics included:

- Geometric Dimension & Tolerance
- AutoCAD
- Electricity
- Blueprint Reading
- Welding
- Industrial Safety*
- Automotive
- Machine Tool
- Electromechanical (NTC mobile trailer)*
- Fluid Power

Safety programs topics included:

- Confined Space
- Hazmat
- First Aid CPR w/AED
- Emergency Medical Response

- Fire Extinguisher Training
- Lock-Out/Tag Out
- Hazmat Awareness
- Forklift Safety
- OSHA 10-Hour
- Hazwoper
- Swing Crane Training*

Health program topics included:

- Nursing
- Certified Nursing Assistant
- Dementia Care
- Scrub Training*
- Medication Assistant*
- Nitrous Oxide Administration for Dental*

General Education program topics included:

- MS Office (Word/Excel/PowerPoint)
- Communication
- Mathematics
- Workplace English Language

Also *New in 2016-2017

The Solutions Series was developed to support short-term workshop style learning focusing on small and medium-sized business partners. The series was piloted in Wausau and Medford. **174 attendees** participated in the 3-hour workshops.

Three Fast Forward partnerships were developed and training is ongoing.

In partnership with North Central Wisconsin Workforce Development Board (NCWWDB) NTC provided training for a Construction Pre-Apprenticeship program. **15 students completed this pre-apprenticeship.** NCWWDB concluded with a job fair with some students receiving employment offers.

Plastics Injection Molding multi-year training completed for industry partner. **9 graduated in Spring 2017.**

Customized training developed and facilitated to Langlade County Economic Development Association and Price County Economic Development Association.

BI Advisory Committee

Jeny Nieuwenhuis-Hardel, President - REI Engineering, served as the BI Advisory Committee Chairperson in 2016-2017, and concluded her two year term. Ann Micholic, Vice President of Human Resources at Kolbe & Kolbe will serve as the Business & Industry Advisory Chairperson for 2017-2018. Informational updates, opportunities for improvement, and business connections help provide direction and strengthen NTC Business and Industry's ability to serve the ever changing needs of our district businesses.

2016-2017 B&I Advisory Committee Business Partners included:

Robbins Flooring

Waukesha Bearing

Wausau Window & Wall

Weather Shield

Waukesha Bearings

Greenheck

REI Engineering

AROW Global

JARP Industries

Kolbe & Kolbe

Other Participants: Wausau Area Chamber of Commerce and
Northcentral WI Workforce Development Board

Strategic Partnerships / Business & Industry Clients

The BI team believes in the strength of strategic partnerships. We've had the privilege to work with the following businesses / organizations over the past year through contract training projects.

1st Call Explosive Solutions
Abbotsford School District
ADC Custom
American Wood Fiber
Antigo Food Pantry
Aspirus
Aspirus Medford
Blenker Companies
Church Mutual
City of Wausau
CoVantage Credit Union
Crystal Finishing
Domtar
Expera
Foremost Farms
G3 Industries
Granite Peak
Grayhill
Ho-Chunk Gaming
Insight
Iola Fire Department
Jarp
Kolbe & Kolbe
Langlade County EDC
Lincoln Wood Products
Marathon County
Marathon Residential
Medford Chamber of Commerce
Merit Gear
Mosinee Veterinary Clinic
MP&C
Multitek North America
Nestle Pizza
Norlen
Northern Regional Partnership
Nueske's
Pat Walker Trucking
Phillips Medisize
Polywood Fabrication, Inc.
Prevention Genetics
Price Electric Cooperative
PSI
River Valley Bank
Roastar
Rocket Industrial
Sierra Pacific
SpecSys, Inc.
The Samuels Group
Trinity Lutheran ECLC
United Way
Urban Steel
Volm
WATEA
Wausau Coated
Wausau Tile
Weather Shield
WPS

273rd EN CO (SAPPER)
Abbyland Foods
American State Equipment
Ansay & Associates
Applied Laser Technologies
Aspirus Langlade
Aspirus Wausau Family Medicine
Bridge Community Health Clinic
City of Medford
Colby Metal
Creative Automation
Custom Steel, Inc.
EO Johnson
Flink Builders
Frontline Bldg
Goetsch's Welding
Graphic Packaging
Greenheck
Homme Home
Interflex
J&D Tube Benders
Johnson of Merrill
L&S Electric
Lincoln County Service Center
Linetec
Marathon Plumbing
Marshfield Glass
Medical College of WI
Mid-State Truck Service
Motor Service and Supply
MTE
NCWWDB
NICA Wisconsin
North Central Health Care
Northern Valley Industries, Inc.
Oldcastle BuildingEnvelope
PCA
Polaris Defense-Resilient Technologies
Potawatomi Carter Casino Hotel
Price County Economic Development Assoc.
Primrose Retirement Communities
Regal Beloit
Riverview Construction
Robbins
Ryan Manufacturing
Sonoco
Stibbe
Thiessen Endodontics
UAS Labs
University of Minnesota
Veritas Steel
Wadal Plastics
Waukesha Bearing
Wausau School District
Wausau Window and Wall
Weinbrenner
Zelazoski Wood

TEAM NAME: Dr. Lori Weyers
CONTACT PERSON: PaHnia Thao



Northcentral Technical College
TEAM ACTION PLAN: 2017-2019
Recruit, Retain, Reward as the College that Cares
Recruit 30% of High school graduates coming directly to NTC from high school
Retain 3% more students in programs (77% - 80%)
3% More graduates in high demand fields = Reward to our communities and businesses
3-3-3

Northcentral Technical College (NTC) utilizes annual Team Action Plans (TAP) categorized by the College's five strategic directions to impact the College's institutional goals (noted below). The Executive Leadership Team's TAP expresses the overarching initiatives aligned with the NTC Board of Trustees' goals. Each team then develops a TAP that denotes how it will specifically contribute to the determined goals. Each team also operationalizes their work processes and activities to meet their TAP goals. The TAP does not tell a team how to reach the goals; instead, each team determines how to create and/or enhance processes, programs, and/or services to implement the goals and objectives. The team is accountable to and supported by their supervisor and respective ELT member. Each team will submit TAPs in the fall as well as mid-year and year-end updates.

NTC'S VISION: *"Building futures as your college of choice, one learner, one employer, and one community at a time."*

NTC'S MISSION: *"Northcentral Technical College provides high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy."*

NTC'S INSTITUTIONAL GOALS TO MEET THE NEEDS OF STUDENTS AND EMPLOYERS:

- *Increase instructional area FTE by 2.5% in 2017-18*
- *Increase 3-year Associate Degree graduation rates from 19% to 30% and 3-year credential attainment rate from 57% to 60% by 2022*
- *Identify and increase student equity opportunities*
- *Promote soft skills enhancements for students and employees*

NTC Strategic Direction 1.

Innovation and Growth: The College develops ideas and implements new products or services to meet current and future stakeholder needs.

Questions to Consider:

1. Which **new key products or services** does your team need to develop to meet current/future employer demand? For example: industry certifications/credentials, scholarships to fill gaps, tutoring opportunities off campus, etc.
2. What team strategies will be implemented/enhanced to **support more students throughout the College’s service area** through direct instruction and/or support services?
3. How can **technology** be used to enhance courses or services provided by your team to meet the College’s listed institutional goals?
4. What direct and/or indirect strategies does your team plan to implement/enhance to **increase student enrollment, increase efficiencies in student recruitment, and increase student persistence to completion?**

Team Action Plan - Goals & Measurements	Person(s) Responsible	Target Date for Completion	Progress to date
1. Manage the ongoing Product Development Plan.	Weyers		
2. Implement and evaluate strategic enrollment management plan.	Worden Weyers Felch Strebe		
3. Market and sell industry certifications to business and industry partners.	Weyers Worden Felch Jeppesen		
4. Participate in <i>The Branch/Branch Academy</i> Entrepreneurial Skills Accelerator program by facilitating two student project groups per semester at NTC in partnership with area colleges, Wausau Region Chamber of Commerce and Church Mutual Insurance Company.	Weyers Felch Worden		
5. Increase new Virtual College students by 30 FTEs.	Weyers Felch		
6. Develop an implementation plan for the NTC STEM Center.	Jeppesen Strebe Elliott		

7. Develop and implement the Farm-to-table initiatives.	Elliott Weyers Jeppesen Strebe		
8. Build a new indoor agility testing center for firefighters and public safety professionals.	Elliott Weyers		
9. Launch new NTC Website.	Felch Strebe Worden Weyers		
10. Develop a plan to re-engage NTC with International Students.	Worden		
11. Expansion of Agriculture Center of Excellence.	Elliott Weyers		

NTC Strategic Direction 2.

Strategic Partnerships: The College becomes the preferred strategic partner of area businesses and industries, K-12 districts, local communities, entrepreneurs and other institutions of higher education to support learning and economic development, establishing NTC as an educational leader.

Questions to Consider:

1. What strategies will your team employ to maintain and strengthen existing/new **internal and external partnerships** to help ensure their viability? For example: advisory committee member retention/recruitment plan, membership on community boards.
2. How will your team increase/enhance/support **K-12 outreach** initiatives?
3. How will your team cultivate business and industry partnerships to **support student learning and enhance economic development** throughout our service area?
4. How will your team work with **other technical colleges and/or the WTCS System Office** to make processes more efficient, share curriculum/programming, support students, and create additional opportunities for collaboration?
5. How will your team work with **internal partnerships** to improve policies, processes, or procedures?

Team Action Plan - Goals & Measurements	Person(s) Responsible	Target Date for Completion	Progress to date
1. Develop long term sustainability plan for Timberwolf Suites.	Worden Lutgen Elliott		
2. Increase agency strategic partnerships at the Public Safety Center of Excellence.	Weyers Lutgen Felch Jeppesen		
3. Continue to strengthen partnerships with key four-year universities and colleges.	Worden		
4. Host the 3 rd NTC Wausau Science & Engineering Festival with Michigan Tech Mind Trekkers.	Jeppesen ELT		
5. Develop a partnership with Hmong American Center.	Worden Weyers Felch Jeppesen		
6. Implement of the STEP Program in conjunction of the Wausau Area Region Chamber of Commerce.	Worden Jeppesen		

NTC Strategic Direction 3.

Fiscal Strength: The College prudently manages and strengthens its financial resources in order to thrive in a complex and dynamic environment.

Questions to Consider:

1. What initiatives will your team employ to **offset expenses and/or increase revenue**? For example: explore grant funding for a specific initiative, partner with vendors to obtain in-kind donations of equipment and/or supplies, provide new training opportunities, combine sections with low enrollment, etc.
2. How can your team use technologies, processes, and/or equipment to **lower expenses or increase efficiencies**?
3. Which strategies will your team employ to support the **NTC Foundation** initiatives and fundraising? For example: volunteer for A Day for NTC Students, introduce Foundation staff to vendors and/or potential donors, etc.
4. How will your team positively impact **NTC's Outcome Based Funding metrics** (job placement of graduates, graduates of high demand fields, industry validated curriculum, ABE transition, ABE services and success, dual enrollment, workforce training, collaboration, support of special populations, and credit for prior learning)?

Team Action Plan - Goals & Measurements	Person(s) Responsible	Target Date for Completion	Progress to date
1. Maintain Moody Investor Services bond rating at Aa1.	Lutgen		
2. Maintain operating reserves within Board parameters.	Lutgen		
3. Sustain and grow WTCS grants in collaboration with WTCS.	Jeppesen Weyers Worden Lutgen		
4. Recommend goals based on Outcome Based Funding Metrics.	Jeppesen		
5. Manage Health Insurance cost.	Brzezinski Lutgen Strebe		
6. Implement cohort default rate strategies to reduce College's bad debt expense.	Worden Lutgen		
7. Develop and implement Business Model for BICEPS Model.	Lutgen Weyers		
8. Explore addition of drone courses.	Lutgen		
9. Investigate opportunities to charge for NTC developed materials and products through an NTC real estate and intellectual property foundation.	Lutgen		

NTC Strategic Direction 4.

Continuous Quality Improvement: The College develops innovative ways to continually improve learning and support systems, processes and the responsible use of natural resources that enhance organizational effectiveness and demonstrates sustainability. The College encourages and supports professional growth and team development throughout the organization.

Questions to Consider:

1. What strategies will your team employ to **promote student recruitment, retention and completion** through services, policies, procedures, and/or learning?
2. How will your team’s strategies **promote soft skills** of students and/or employees? For example: assessment of student learning, hosting Lunch & Learns, team retreats, etc.
3. How will your team use **quality plans** (e.g., Instructional Vitality Process (IVP) and Service Team Benchmarking Processes) to sustain or improve academic team or departmental performance?
4. How can your team support the repackaging of Associate Degree programs to **increase student completion**? For example: review, develop and/or update curriculum in WIDS; peer review curriculum projects, etc.
5. What **professional development** activities will team members participate in to meet team and College goals? What professional development activities can your team lead or assist with to support the growth and development of full-time and adjunct faculty, staff, K-12 faculty and counselors, external partners, and the public?

Team Action Plan - Goals & Measurements	Person(s) Responsible	Target Date for Completion	Progress to date
1. Implement the data warehouse plan supporting the ATD charters.	Strebe Lutgen Jeppesen ELT		
2. Develop a plan to implement a new employee email account (staff summer of 2018).	Strebe		
3. Implement CRM phase II.	Strebe Worden		
4. Review admissions processes to ensure barrier-free, student centered admissions processes.	Worden Felch		
5. Implement Diversity Training Program for employees.	Brzezinski		
6. Implement equity measures across the College.	Brzezinski ELT		
7. Monitor ATD Charters.	Jeppesen ELT		

8. Implement soft skills College wide.	Brzezinski ELT		
9. Design and implement a needs assessment process for short-term products.	Weyers Jeppesen ELT		
10. Implement Civil Rights Audit Findings.	Brzezinski Elliott ELT		
11. Complete the HLC/AQIP Portfolio June 2018.	Jeppesen ELT		
12. Implement new Learning Management System.	Strebe Stencil		
13. Redesign the current NTC Intranet.	Strebe Felch		

NTC Strategic Direction 5.

Student Success: The College promotes student retention, degree completion, career and job placement and engages a diverse student population through its programs, support services, and campus settings.

Questions to Consider:

1. What strategies can your team or department employ/enhance to promote **student recruitment, retention, completion, and transition to job/transfer**? For example: dual credit, recruitment events, teaching methodologies, student support, internal processes and procedures, grant activities, job/transfer fairs, etc.
2. How will your team utilize **technology** to support student learning and engagement?
3. What types of programs and/or services can your team create or improve to support our **diverse student populations**? For example: ethnic, generational, under-resourced, NTO, disability, English Language Learner, first generation, veteran/military, LGBTQ, etc.
4. How can your team help **students navigate successfully to graduation**? For example, career pathways, challenge tests, funding sources, etc.
5. How can your team better promote **support for students through the various stages of their journeys**? For example: include College resource contact information in all syllabi, share information at student club meetings, post information to the College body on the electronic bulletin board, etc.

Team Action Plan - Goals & Measurements	Person(s) Responsible	Target Date for Completion	Progress to date
1. Develop a vendor partnership to providing 24/7 help desk services.	Strebe Lutgen		
2. Implement Phase II of Achieving the Dream strategies.	Jeppesen ELT		
3. Implement plan for CPL.	Worden Felch Stencil		
4. Develop of a new internal apprenticeship model across the College.	Worden Jeppsens Felch Weyers		
5. Implement CPC college success course.	Worden Schindler		
6. Implement Destination to Graduation initiatives.	Worden Felch Jeppesen		
7. Evaluate the ongoing success of NTC Promise.	Jeppesen Worden		
8. Student Readiness training.	Worden		

STUDENT SUCCESS SCORECARD 2017

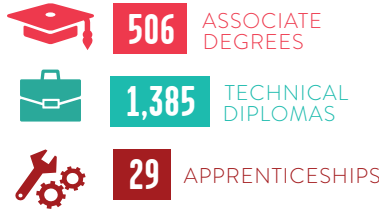
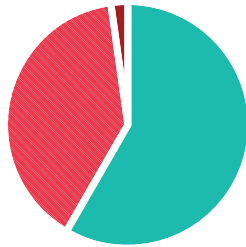
MEASURING STUDENT SUCCESS

Student success has never been more important. The Wisconsin Technical College System (WTCS) defines a student as being successful each time he or she achieves an educational goal. These successfully-completed goals are linked to valuable job qualifications, wider employability and higher wages.



1,920

TOTAL DEGREES, DIPLOMAS APPRENTICESHIPS & CERTIFICATES EARNED



94%

OF GRADUATES AVAILABLE FOR EMPLOYMENT ARE EMPLOYED

93%



OF EMPLOYERS ARE SATISFIED OR VERY SATISFIED WITH THE EDUCATION AND TRAINING OF TECHNICAL COLLEGE GRADUATES

SERVING OUR COMMUNITY

5,169

Students pursuing a degree, diploma, apprenticeship or certificate.

9,023

Students enrolled in workplace skills & community safety courses.

3,556

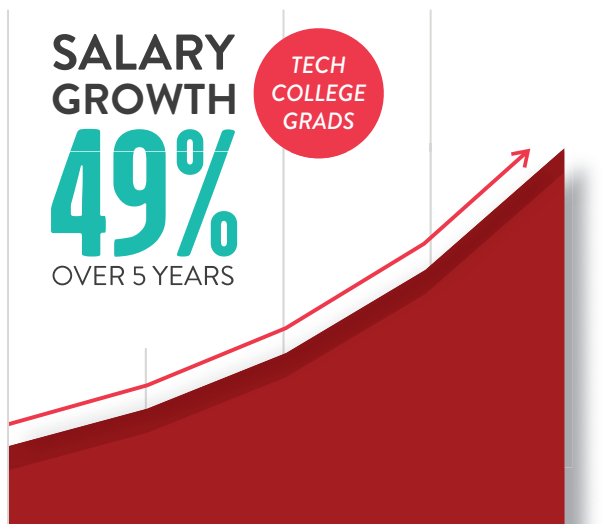
Students enrolled in basic skills courses.

SALARY GROWTH

49%

OVER 5 YEARS

TECH COLLEGE GRADS



\$34,733

MEDIAN SALARY FOR GRADUATES EMPLOYED IN THEIR FIELD OF TRAINING



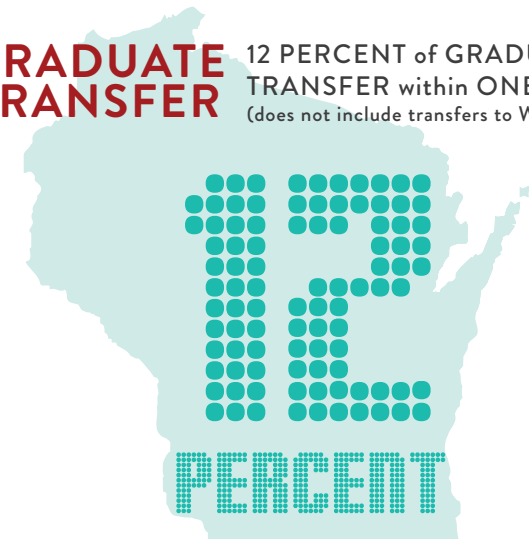
12,944

CREDITS EARNED BY HIGH SCHOOL STUDENTS

37/57

GRADUATE TRANSFER

12 PERCENT of GRADUATES TRANSFER within ONE YEAR (does not include transfers to WTCS Colleges)





Institutional Effectiveness: Service Team Benchmarking Process & Instructional Vitality Process

Annual Report

August 2017

Executive Summary

Northcentral Technical College evaluates service teams and educational programming in two ways. The mission of these evaluation processes is to support continuous improvement and strategic planning of service teams and instructional programs.

Service teams complete a Service Team Benchmarking Process (STBP) that links the evaluation of processes, benchmarking/results, and strategic planning. The annual benchmarking data analysis ties to each team's Team Action Plan to generate data-informed goals in the Team Action Plan. The College utilizes benchmarks in non-instructional areas to guide continuous improvement efforts.

To better address the rapidly changing needs of the District and to address Outcomes-Based Funding measures, NTC performs an annual academic program evaluation process. The annual focused program review, called the Instructional Vitality Process (IVP), provides faculty and managers with an opportunity to review key program metrics yearly and proactively address program performance issues in a timely manner. The process focuses on a team self-assessment of program performance using scorecard data to develop quality improvement plans. Each program's scorecard includes indicators focused on the following areas:

- **Student Success:** Course Completion, Retention, Graduation, Learning Assessment Plan Results, and Student Success/State Outcomes-Based Funding Performance Measures.
- **Customer Satisfaction:** Ruffalo Noel-Levitz Student Satisfaction Inventory Results, Employer Survey Results, Graduate Satisfaction Results, Graduate Feedback, and additional survey results.
- **Program Health:** FTE/Headcount, Job Placement, Hiring Trends, Environmental Scanning Data, and EMSI Labor Market Data.

Service Team Benchmarking Process Highlights

The 2016-17 Service Team Benchmarking Process focus was analyzing benchmark data, refining data points, evaluating the effectiveness of previous strategies, and documenting new improvements/actions made based on results. In 2016-17 the following departments completed, or are scheduled to complete, the Service Team Benchmarking Process review:

- College Advancement
- Facilities
- Finance
- Human Resources
- Information Technology
- Marketing
- Security
- Student Services

Service teams will continue to review and refine their team's benchmarks, analyze their performance, evaluate the effectiveness of past strategies, and identify new strategies to improve their team's performance. These strategies will be included in their Team Action Plan.

Instructional Vitality Process Highlights

The Instructional Vitality Process (IVP) is held prior to the start of the fall semester during College Initiative Days. This aligns the timing of strategic planning (Team Action Plans) with quality improvement (IVP Quality Plans). Because both the evaluation and strategic planning occur during College Initiative Days, faculty start the year with the previous year's program performance data and can immediately implement IVP Quality Plan strategies to address any program performance issues or build on program successes. IVP Quality Plans are integrated into each team's Team Action Plan as well as employee Performance Management goals when applicable. The annual nature of these evaluations ensures ongoing, data-informed quality discussions. A summary of IVP Quality Plan themes, with specific examples from plans, are listed below.

Adjunct Faculty Support: Provide twice yearly face-to-face training for adjunct instructors. Improve student success by contacting adjuncts for updates on curriculum changes, instructional technology, program expectations, and competencies at least once per year.

Academic Resource Center (ARC)/Tutoring/Student Support: Encourage students to utilize resources available at Center for Disabilities; Offer course tutoring sessions in the Academic Resource Center; First semester students use the Health Academic Resource Center (ARC) for specific assignments.

Assessment: Improve pass rate for skill testing portion of national exam by increasing attendance to skills reviews; Update and review rubrics in Blackboard to track course competencies success rates in two courses; Revise Performance Assessment Tasks to include Soft Skills.

Collaboration with Student Services: Reestablish the program's student club to encourage program student engagement, peer support, leadership, and professional development; Working with Transfer and Placement on creating a virtual career fair; Set-up mock interviews with students to better prepare them for pre/post-graduation interviews.

Curriculum: Update course and program content to reflect current industry trends. Review course curriculum content with advisory committee members.

Enrollment: Increase recruitment of high school students through high school visits and hosting an exploration day. Investigate usage of student database to ensure all enrolled students are contacted on a semi-annual basis to remind students of registration dates.

Regional Campus Student Outreach: To support program retention, completion, and satisfaction, implement office hours at regional campuses.

Student Success: Implement Starfish student retention system with tracking item workflow and training and send progress surveys at three times a semester; Deliver a program orientation each semester in conjunction with Welcome Days to outline program expectations to students; Develop check-ins for flex students to track students' time in/out to ensure they complete course content.

Utilize Data to Determine Program Effectiveness: Compare performance of students by mode of delivery; Utilize Blackboard Retention Center for one course as a pilot to monitor student issues. Review data to see if those struggling students were able to succeed due to interventions.

Virtual College: Utilize Starfish in Virtual College courses to identify positive/negative student behaviors for kudos acknowledgements and/or development of corrective action measures.

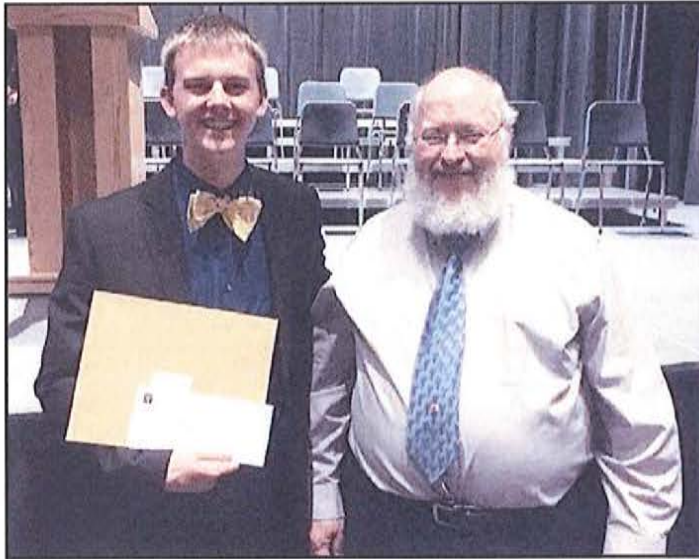


Board of Trustees Meetings/Upcoming Events - 2017-2018

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

Updated: 8/8/2017

the Pentagon will no longer of 1.5 million.



Contributed photo

Steve Menzia, right, presents Gabriel Elsen the Donald Schroeder Memorial scholarship, which is awarded to the Grelton Conservation Club's top scholarship applicant in honor of one of the club's founder's, Donald Schroeder Sr.

Grelton Conservation Club awards scholarships

The Grelton Conservation Club awarded \$4,500 in scholarships to area students. Students receiving scholarships were: Gabriel Elsen, Watertown; Meghan Walsh, Johnson Creek; Katrina Kube, Johnson Creek; and Kayda Marmes, Jefferson.

Elsen is son of Paul and Pam Elsen. He was awarded the Donald Schroeder Memorial scholarship and will be attending the University of Wisconsin-Green Bay studying environmental science/groundwater hydrology with a minor in sustainability. Gabriel is a graduate of Watertown High School.

Walsh is the daughter of Tim Walsh and Linda Polensky. She is in her second year attending the University of Wisconsin-River Falls, her major is pre-vet with a minor in animal science.

Meghan is a 2016 graduate of Lake Mills High School.

Kube is the daughter of Steve and Stacy Kube. She will be attending Madison College studying veterinary technician. Katrina is a graduate of Lake Mills High School.

Marmes is the daughter of Becky Marmes. She will be attending Northcentral Technical College studying dairy science with a degree goal of dairy herd manager. Kayda is a graduate of Jefferson High School.

Applications for a scholarship may be picked up at any Jefferson County school district's guidance offices, Linda's Lookout in Grelton or from Conservation Club members. Conservation Club meetings are held the second Monday of each month at Linda's Lookout at 7 p.m.



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Lincoln County 4-H Leaders' Association awards scholarships

Lisa Krueger, Monica Gruetzmacher, Keia Woller and Kelsey Amelse, all of Merrill, are this year's recipients of the Lincoln County 4-H Scholarship.

Lisa, daughter of Beth and Kevin Krueger, graduated in 2016 from Merrill Senior High School and is currently pursuing her degree in mechanical engineering at [Northcentral Technical College](#). Lisa has been an active 4-H member for 11 years.

Kelsey, daughter of Brian and Tammy Amelse, graduated this year from [Merrill High School](#). She is planning to attend [Northcentral Technical College](#) majoring in nursing. Kelsey has been an active 4-H member for 13 years.

Keia, daughter of Jamie Willis and Keith Woller, graduated this year from [Merrill High School](#). She is planning to attend [Northcentral Technical College](#) majoring in Video Production/Graphic Communications. Keia has been an active 4-H member for 11 years.

Monica, daughter of Kathleen and Warren Gruetzmacher, is attending [Northcentral Technical College](#) to get her associates degree to become an Administrative Professional. Monica has been an active 4-H member for two years.

The Lincoln County 4-H Leaders' Association, Inc. awards one-three annual scholarships but this year due to a generous donation by the O'Tannenbaum Tour Committee were able to award a fourth scholarship to a currently enrolled Lincoln County 4-H members, pursuing a program of study at any accredited college, university or technical college.

CALENDAR

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Ministry Good Samaritan Health Center, 601 S. Center Ave., Merrill, info 715-361-2264.

Meetings

• **AA Meetings**- Thurs., 6:30 p.m., OTTS Garage, Merrill, contact 224-2526; Fri., noon, St. Stephen's UCC, Merrill; Sat., 9 a.m., Our Saviour's Church, Merrill; Sun., 9 a.m., Park City Credit Union, Merrill; Wed., 8 p.m., Merrill Manufacturing, Merrill.

• **Autistic Spectrum Disorders Support Group**- Thurs., 6:30-7:30 p.m., Central Wis. Psych Services, Merrill, please call ahead 539-8080.

• **TOPS (Taking Off Pounds Sensibly) Club 798**- Mon. 8 a.m., Our Saviour's Lutheran, Merrill, info Halena at 715-536-7096.

• **TOPS (Taking Off Pounds Sensibly) 845**- Mon., 5:30

p.m., Johnson's Gifts & Collectibles, downstairs, Merrill, info 715-218-7344.

• **HAVEN**- Support Group for Victims of Domestic Abuse, info 536-9563.

• **HAVEN**- Children's Domestic Abuse Support Group, info 536-9563.

• **Merrill Noon Optimists**- every Wed., noon-1 p.m., Eagles Club, Merrill, info at www.merrilloptimist.org.

• **Weight Watchers Meeting**- Wed., 5 p.m. weigh-in, 5:30 p.m. meeting, Riverside Athletic Club, Merrill, use front door.

• **Medford Rotary Club**- every Wed., 6:45 a.m., Pine Line Depot, Medford, info Ken Schmiede, 748-9888.

• **Area Gamblers Anonymous**- Sun., Tues., Fri., 7-8 p.m., Mount View Care Center, 2400 Marshall St., Wausau, info 715-297-5317.



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The June 2017 graduates of Merrill Adult Diploma Academy are, front row, Adam Hoy, Dominic Lokemoen, Deanna Schaper, Amber Prentice, Kayla Anderson, Aaron Merkel; back row, Steven Heiser, Will Schlegel, Matt Ladwig, Jourdan Kufahl, Erica Reyes, Jordan Kautz and Justin Peterson.

MADA presents June 2017 graduates

Merrill Area Public Schools and [Northcentral Technical College](#) are proud to present the Merrill Adult Diploma Academy (MADA) June 2017 graduates. The graduating class consists of 10 high school and seven adult students who have completed their goal and are ready to move forward in their lives. Many of these students already have full-time jobs; some are planning on furthering their education.

The MADA Charter School has served the Merrill Community since 2007. It is a partnership between Merrill High School and [Northcentral Technical College](#). The primary purpose of the school is to help both high school and adult students earn

a diploma or GED. In addition, they offer Employability Skills, Computer Basics and they work with students preparing to enter [NTC](#) programs.

The school is located at 1101A N. Mill St. MADA has been fortunate to have the generous support of Todd and Renea Frederick, who donated the MADA building, free of charge to the Merrill School District for the past 10 years. During those 10 years, 119 high school and 60 [NTC](#) students have graduated from MADA.

If you are interested in more information, please call 715-536-1431. View the facebook page for additional graduation photos at: www.facebook.com/madadiploma.



NWBST WEBINAR SERIES

New resource will be available to regional businesses

The Northwest Wisconsin Business Services Team is launching an interactive monthly webinar series with regional workforce partners discussing how they can help businesses connect with talent and training resources.

The webinar series will provide listeners with relevant information about the trends workforce and economic trends as well as explain resources that are currently available in the region to help employers continue to grow and expand their business.

The first webinar will be presented by Thomas Michels, a Labor Market Economist from the Wisconsin Department of Workforce Development Office of Economic Advisors. During the webinar, Michels will give an overview of critical economic and demographic information for the Northwest Wisconsin region. The webinar will take place on Tuesday, July 11, at 11 a.m. The webinars are 30 minutes long with time dedicated afterward for any questions.

This initial webinar kicks off a monthly series with all webinars scheduled for the second Tuesday of the month and beginning at 11 a.m. Some upcoming topics include an overview of apprenticeship and how it can assist employers in their workforce shortage, utilizing Job Center of Wisconsin's website, introduction to the Division of Vocational Rehabilitation, and the Workforce Innovation and Opportunity Act On-the-Job Training

program.

Presenters in the webinar series are a part of the Northwest Wisconsin Business Services Team. Members of the Business Services Team include representatives from the following organizations: DWD Office of Economic Advisors, DWD Office of Veteran Services, Food-Share Employment and Training (FSET), [Northcentral Technical College](#), Northwest Wisconsin CEP, Northwest Wisconsin Workforce Investment Board, Wisconsin Indianhead Technical College, and Wisconsin Job Service. The Business Services Team brings together Wisconsin American Job Center Network partners and other employment programs to create a one-stop shop for every business's workforce needs.

To sign up for the monthly webinars, please visit the Northwest Wisconsin Workforce Investment Board's website (www.nwwib.com). In addition to being able to participate in the live webinars, all webinars will be recorded and available at any time on the NWWIB's website.

For more information about the Business Services Team or with assistance in registering for webinars, please contact Andrea Huggenvik, Sector and Strategies Coordinator with the Northwest Wisconsin Workforce Investment Board, at ahuggenvik@nwwib.com or 715-682-9141, ext. 118.

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D.C. Everest 2017 graduates earn scholarships

Hayley Bartlein: Creske Foundation Scholarship, Everest Area Optimist Club-Student of the Month.

Jenna Baumann: D.C. Everest Orchestra Scholarship, Shelley Marlenga Memorial Scholarship.

William Birkenmeier: Brokaw Credit Union Scholarship.

Edward Blaschka: Opening Doors Scholarship.

Alexander Bluestein: Everest Area Optimist Club-Student of the Month, Everest Area Optimist Club Essay Scholarship, Jerry Seeley Memorial Scholarship, Math Achievement Scholarship, Science Achievement Scholarship.

Benjamin Bosi: D.C. Everest High School Merit Scholarship, Marshfield Clinic Scholarship in Memory of Vilas Machmueller.

Vanessa Bradfish: American Legion Roy L. Drew Post 492 Scholarship, Aspirus Volunteers Scholarship, D.C. Everest Alumni Scholarship, Everest Area Optimist Club-Student of the Month, Everest Area Optimist Club Volunteer Service Scholarship, Lewitzke Foundation Scholarship.

Jack Bruner: Jason Elliott Memorial Scholarship.

Melissa Burgoyne: Agriscience Achievement Scholarship.

Julian Burrill: Everest Area Optimist Club-Student of the Month, Shelley Marlenga Memorial Scholarship.

Markus Cabrera: NTC Foundation-Bob and Marsha Dunn Scholarship.

Matthew Carter: D.C. Everest High School Merit Scholarship.

Ariana Christophersen: Elijah & Madison Evans Memorial Scholarship, Everest Area Optimist Club-Student of the Month, Marketing Education Achievement Scholarship.

Duncan Cofell: Nancy Auterman Band Scholarship.

Adam Consolver: D.C. Everest Gaming Club Scholarship in Memory of Matthew B. Kehl, NTC Foundation Kiwanis Club of Greater Wausau Scholarship.

Berkeley Corvino: Opening Doors Scholarship.

Dominic Covarrubias: NTC Foundation-Laurence and Shirley Niederhofer Scholarship

Tanner Cywinski: D.C. Ev-

erest DECA Depot Scholarship, Jason Elliott Memorial Scholarship.

Hannah denOtter: Family & Consumer Sciences Education Scholarship.

Chandra Dewitz: Evergreen Elementary School PTO Scholarship, Forrest Goetsch Memorial Scholarship, Kronenwetter Lions Club Scholarship.

Alexander Duhaime: Academic Excellence Scholarship, Everest Area Optimist Club-Student of the Month, Harvey Nelson Charitable Trust Scholarship, M&J Ostroski Engineering Scholarship.

Madeline Ellie: D.C. Everest High School Merit Scholarship, Marian Urban Memorial Scholarship Fund.

Rachel Erickson: NTC Foundation-Al Hodes Memorial Scholarship.

Mikayla Finnegan: D.C. Everest Senior Class Scholarship, D.C. Everest Vocal Music Department Scholarship, Music Achievement Scholarship, Nancy Auterman Band Scholarship, Wausau Noon Kiwanis Achievement in the Arts Award-Music.

Isabell Flores: D.C. Everest DECA Scholarship.

Kalynn Fuller: Everest Area Optimist Club-Student of the Month.

Miranda Gajewski: Art Achievement Scholarship, Class of '59 Scholarship for Academic Excellence, Community Health Care Physician Legacy Scholarship, Harvey Nelson Charitable Trust Scholarship, Kathleen Moberg Memorial Scholarship, Wausau Rotary Youth Scholarship.

McKenna Gilmore: Academic Excellence Scholarship, Connexus Association Scholarship, Everest Area Optimist Club-Student of the Month, Harvey Nelson Charitable Trust Scholarship.

Dawson Green: D.C. Everest Student Council Scholarship.

Gabrielle Gresen: Aspirus Volunteers Scholarship.

Logun Gunderson: Everest Area Optimist Club-Student of the Month, Wausau Women's Club Scholarship.

Allie Habeck: D.C. Everest Alumni Association Scholarship,

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Scholarships

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Evergreen Achievement Scholarship, Language Arts Scholarship, Peoples State Bank Scholarship.

Kendra Habede: NTC Foundation-George & Marian Urban Scholarship.

Jared Halambek: D.C. Everest High School Merit Scholarship, Wausau Mascot Center Scholarship.

Makenna Hall: Cloverbelt Credit Union Scholarship, Everest Area Optimist Club-Alan Lubbe Memorial Scholarship, Evergreen Achievement Scholarship, Riverside PTO Scholarship.

Mackenzie Hegewald: D.C. Everest Student Council Scholarship.

Caroline Hehir: Office Enterprises & Cornerstone Technology Arts Scholarship.

Kaylee Helting: American Red Cross Blood Drive Scholarship, D.C. Everest Senior Class Scholarship, D.C. Everest Student Council Scholarship, Sarah L. Kamke Memorial Scholarship, Student Council/Blood Center of Northcentral Wisconsin Scholarship.

Ashley Hodell: Rothschild-Schofield/Weston Memorial Post 8895 VFW Scholarship.

Carlos Hoffman: Kwon Kiwanis Club/OCE Key Club Scholarship.

Rachel Huffcutt: Advanced Disposal Scholarship.

Seth Jaglinski: AbbyBank Scholarship, Eric Schiro Memorial Scholarship.

Matthew Jagodzinski: D.C. Everest Teachers Association Scholarship, Lewitzke Foundation Scholarship, Wausau Area Builders Association Scholarship.

Karli Johnson: D.C. Everest Orchestra Scholarship, D.C. Everest Teachers Association Scholarship.

Rachel Johnson: D.C. Everest Student Council Scholarship, Herb Kohl Initiative Scholarship.

Emma Jourdan: D.C. Everest High School Merit Scholarship, Language Arts Scholarship.

Amyr Jetchum: D.C. Everest High School Merit Scholarship, Everest Area Optimist Club-Daw Wincentsen Memorial Scholarship.

Julia Knoll: Art Achieve-

ment Scholarship, Office Enterprises & Cornerstone Technology Arts Scholarship.

Kyler Kocher: NTC Foundation-Lawrence & Eleanor Hoyt Scholarship.

Nicholas Kohnhorst: D.C. Everest, Everest Expressions Scholarship.

Makenna Krueger: D.C. Everest High School Merit Scholarship, Everest Area Optimist Club-Rod Irwin Memorial Scholarship.

Tyler Kurth: Technical Excellence Scholarship.

Carson Laffin: D.C. Everest High School Merit Scholarship, Wausau Breakfast Optimist Club Scholarship.

Briely Lahr: Paige Bootz Memorial Scholarship.

Tommy Le: Dale G. Braatz Memorial Scholarship, Kyle Kloth Memorial Scholarship.

Mai Xe Lees: Creske Foundation Scholarship.

Bente Lehrke: D.C. Everest Teachers Association Scholarship.

Kaitlyn Lehrke: D.C. Everest Teachers Association Scholarship, Rothschild-Schofield-Weston Memorial Post 8895 VFW Scholarship.

Catherine Lukasik: D.C. Everest High School Merit Scholarship, South Area Business Association Scholarship.

Emily Lyga: Brad Fust Memorial Scholarship, D.C. Everest High School Merit Scholarship.

Rachel Mallum: D.C. Everest High School Merit Scholarship, Everest Area Optimist Club-Rod Irwin Memorial Scholarship.

Ashley Martino: American Legion Roy L. Drew Post 492 Scholarship, Rothschild/Weston Lions Club Scholarship, Wausau Noon Kiwanis Achievement in the Arts Award-Music.

Isabella Mergen: D.C. Everest Vocal Music Department Scholarship, Everest Area Optimist Club Volunteer Service Scholarship, Wausau Lyric Choir Scholarship.

Tyler Mertes: BYFL Scholarship, Connexus Association Scholarship, Everest Area Optimist Club - Student of the Month, Evergreen Achievement Scholarship.

Sydney Mittelsteadt: D.C. Everest DECA Depot Scholarship, Evergreen Achievement Scholarship.

Megan Modjowski: NTC Foundation-Al Hodes Memorial

Scholarship.

Peyton Molling: Uduluth Family Scholarship, US Army ROTC/Ripon College.

Emma Myers: D.C. Everest High School Merit Scholarship, Dr. Thomas Owens Scholarship.

Matthew Nichols: Kimberly A. Van Den Elzen.

Melissa Nieuwenhuis: American Legion Roy L. Drew Post 492 Scholarship, UAWMC "What I'll Bring" Photo Essay Scholarship, Wausau Festival of Arts Scholarship, Wausau Men of Honor Society Scholarship, Weston Family Dental Scholarship.

Jonathan Nima: American Door FFA Scholarship, NTC Foundation - J & D Tube Benders Scholarship, Technical Excellence Scholarship.

Megan Ninnemann: Catholic Knights Ernest Soczka Sr. Memorial Scholarship, Ort Ernstad Kiwanis Scholarship, Paige Bootz Memorial Scholarship, Peyton's Promise Advocate Scholarship, Stine Eye Center Scholarship, Dr. Gordon Backer Scholarship.

Dylan O'Gorman: Technical Excellence Scholarship.

Sydney Olund: D.C. Everest High School Merit Scholarship, Marathon County Medical Alliance Scholarship, World Language Achievement Scholarship-Spanish.

Asha Opal: D.C. Everest High School Merit Scholarship, Wausau Breakfast Optimist Club Scholarship.

Cassidy Ovaska: D.C. Everest DECA Depot Scholarship.

Anthony Panetta: Opening Doors Scholarship.

Zachary Pecha: American Legion Roy L. Drew Post 492 Scholarship, Weston School PTO Scholarship.

Nicholas Peters: Great Northern Blues Society Scholarship, Wausau American Legion Post #10 Scholarship.

Riley Petersen: D.C. Everest High School Merit Scholarship.

Taylor Peterson: D.C. Everest High School Merit Scholarship.

Margaret Plaza: D.C. Everest Alumni Scholarship, D.C. Everest Senior Class Scholarship, D.C. Everest Teachers Association Scholarship, Rothschild PTO Scholarship, US Army ROTC 4-Year Scholarship - Marquette University, Wausau Early Bird Rotary Scholarship, Wausau Noon Kiwanis Achievement in

the Arts Award-Music.

Olivia P'ng: Dan's Journey Educational Fund, Forrest Goetsch Memorial Scholarship.

Emma Polum: Carl A. Braatz Memorial Scholarship.

Austin Pozorski: Jason Elliott Memorial Scholarship.

Bailee Radloff: Rebecca L. Harris Scholarship.

Gerica Reismann: Connexus Association Scholarship, Harvey Nelson Charitable Trust Scholarship, Social Studies Achievement Scholarship.

Lauren Rohr: D.C. Everest High School Merit Scholarship, Everest Area Optimist Club-Student of the Month.

Alexandria Rowell: D.C. Everest Senior Class Scholarship, D.C. Everest Student Council Scholarship, Student Council Blood Center of Northcentral Wisconsin Scholarship.

Colton Salzman: D.C. Everest Teachers Association Scholarship.

Dorene Sanchez: American Red Cross Blood Drive Scholarship.

Kevin Sandoval: Everest Area Optimist Club-Student of the Month.

Kayla Sands: Cloverbelt Credit Union Scholarship.

Brittany Schilling: NTC Foundation-Lori Weyers Presidential Scholarship.

McKayla Schneck: Academic Excellence Scholarship, D.C. Everest Senior Class Scholarship, Fellowship of Christian Athletes Scholarship, Harvey Nelson Charitable Trust Scholarship, Herb Kohl Excellence Scholarship, Wausau Rotary Youth Scholarship.

Alora Schroeder: D.C. Everest Senior Class Scholarship, Everest Metro Police Association Scholarship, Evergreen Achievement Scholarship, Kolbe & Kolbe Millwork Co. Scholarship.

Halle Sivertson: Academic Excellence Scholarship, Harvey Nelson Charitable Trust Scholarship, Riverside PTO Scholarship.

Logan Sparks: Everest Area Optimist Club-Don Wendorf Memorial Scholarship.

Brenden Spicer: Milton Kemp Memorial Fishing Team Scholarship, Kemper K. Knapp Scholarship, Wisconsin Inter-scholastic Fishing Association Scholarship.

Regan Stefan: Bremer & Trollop Scholar of the Month Scholarship, Mountain Bay Ele-

mentary Scholarship, Rita G. Everest Scholarship.

Allison Stevens: BYFL Scholarship, Gifts from Heaven Scholarship, World Language Achievement Scholarship-Spanish.

Madison Stolze: Connexus Association Scholarship, D.C. Everest High School Merit Scholarship.

Brooke Streveler: Wausau Men of Honor Society Scholarship.

Samuel Stroik: Technical Excellence Scholarship, Technology & Engineering Education Scholarship.

Sarah Tegart: Creske Foundation Scholarship.

Mai Thao: D.C. Everest High School Merit Scholarship, Marie Renee Kees Memorial Scholarship Fund.

Carissa Tobalsky: John L. McEwen Memorial Scholarship.

Johanne Vincent: Connexus Association Scholarship.

Thomas Wata: Bill's Musky Club Scholarship.

Logan Wehmeyer: Creske Foundation Scholarship.

Dalton Weller: Brett Rob-

ert Weller Memorial Scholarship, Wausau Area Jaycees Scholarship.

Rylye Westfall: D.C. Everest High School Merit Scholarship, National Honor Society Scholarship.

Nathan White: Easton-Hatley PTO Scholarship, Warren & Katherine Kinney Masonic Scholarship.

Shawn Wilde: Business & Technology Achievement Scholarship.

Samantha Wojnowiak: D.C. Everest, Everest Expressions Scholarship.

Kase Wolfe: D.C. Everest High School Merit Scholarship.

Kendra Wolfram: Everest Area Optimist Club Essay Scholarship, Weston Family Dental Scholarship.

Maxwell Woodward: D.C. Everest High School Merit Scholarship, Steve Caylor Memorial Scholarship.

Shamoe Yang: D.C. Everest High School Merit Scholarship, Weston School PTO Scholarship.

Gunnar Yonker: Intercity State Bank Scholarship.

ATTENTION
DCE ATHLETES ENTERING
6TH AND 7TH GRADE!

CHARACTER VALUES
Everest Youth Football League

ROSTER SPOTS STILL AVAILABLE!

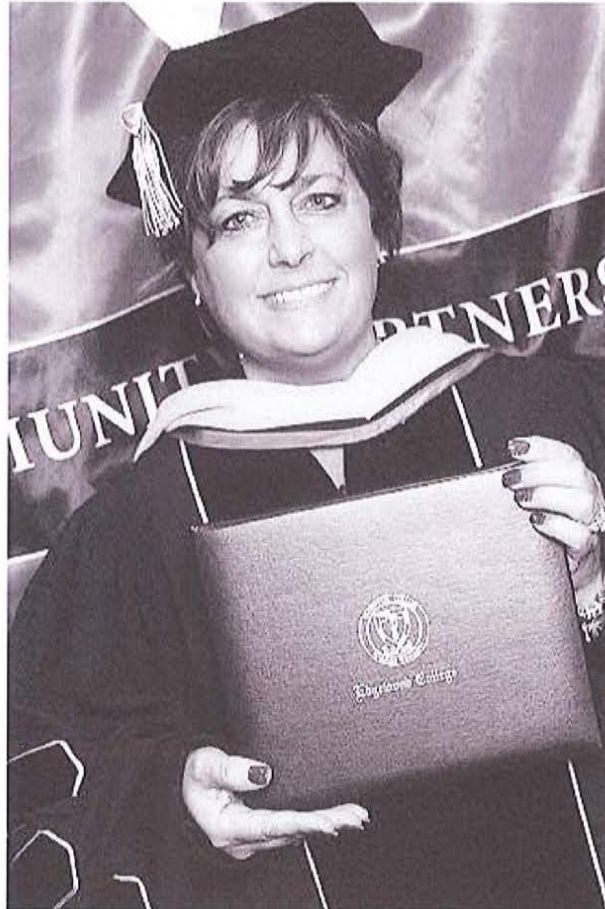
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LEAGUE IS LIMITED TO FIRST 150 REGISTRANTS!
WE'LL SEE YOU ON THE GRIDIRON!

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Roberta Kempf-Damrow Earns Doctorate



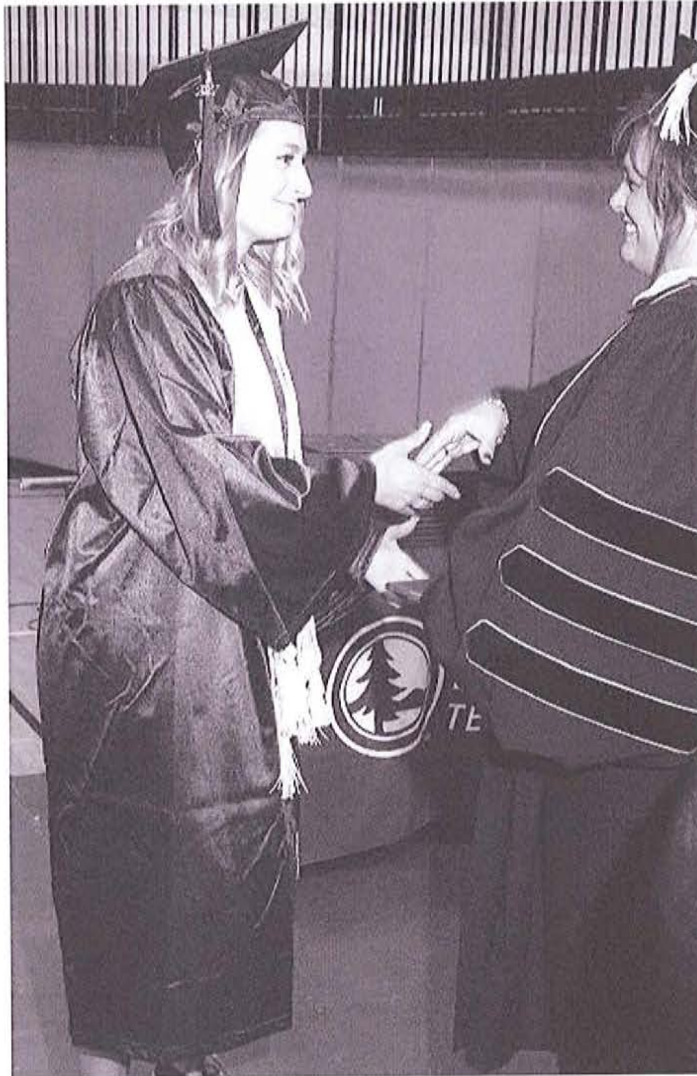
On May 21, 2017 Roberta Kempf-Damrow was conferred a doctorate in Educational Leadership (Ed.D.) from Edgewood College, Madison WI. Bobbi's quantitative research focused on college choice considerations amongst dual credit high school graduates. Her advisor was Dr. Lori Weyers, Ph.D., President of Northcentral Technical College (NTC).

Bobbi currently serves as a Dean for [NTC](#) and is responsible for regional campuses in Phillips, Medford, Spencer, Antigo and Wittenberg as well as oversees the Division of Business and Industry. [NTC](#) is one of the 16 Technical Colleges in the Wisconsin Technical College System and provides post-secondary opportunities in the 10 county region serving Northcentral WI. Bobbi also holds a Masters in Management from Bellevue University in Omaha, Nebraska, a Bachelors in Business Administration from Cardinal Stritch in Milwaukee and an Associates in Business Management from [NTC](#).

Attending the celebration in Madison were Skip and Karen Kempf, Glidden; Chuck and Riley Damrow, Park Falls; and from the Madison area: Tim and Sandy Kempf, Jeff and Karen Kempf, Nick, Dr. Angela, Sawyer & Isla Rohan and Aaron Kempf and Cassandra Leone. Bobbi is the granddaughter of Dolores Kempf, Glidden. *(Photo used with permission by Empire Photography)*

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Riley Damrow Graduates From Northcentral Technical College



On May 20, 2017 Riley Damrow, daughter of Bobbi & Chuck Damrow, Park Falls, granddaughter of Skip and Karen Kempf, Glidden, and great-granddaughter of Dolores Kempf, Glidden, received an Associate of Applied Science in Business Management from [Northcentral Technical College](#) in Wausau, WI. Riley was also awarded the 2017 Outstanding Graduate in the Business Management Program. Riley will continue her studies at Bellevue University in the area of professional psychology. Riley was uniquely conferred her diploma by her mother, Dr. Bobbi Damrow, Dean.

Attending the graduation from the area were Skip & Karen Kempf, Tim & Ann Kief and Boys (Park Falls), Herb & Lorraine Damrow (Park Falls), Sam & Marilee Opresik (Phillips) and Jeff & Laurie Denny (Phillips). *(Photo used with permission from Empire Photography).*

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NEWS

Northcentral Technical

College, Wausau, recently held its spring Scholars & Donors reception. Among those receiving scholarships were Bethany Bunce, Alexander Johnson, Ross Richards, Cayton Scholz and Cody Walters, all with Tomahawk ties; and Samuel Gooch, Bernadet Leder, Justin Mondeik, Luke Pfingsten and Brandon Rusch, Gleason. From Merrill were Scott Aartsen, Kelsey Amelse, Kristine Bebel, Kaitlin Bronsteatter, Mitchell Broome, Bradley Doescher, Anna Finnell, Houston Gerbig, Monica Gruetzmacher, Olivia Hostvedt, James Hughes, Jacob Jensen, McKenzie Kimmons, Ryan Leskela, Angel Lowrie, Justin Peterson, Makyla Prentice, Benjamin Rasmussen, Shannon Rios, Stephanie Schroder, Angela Shorey, Austin Sommer, Austin Stevenson, Eric Taylor, Noah Wilmink and Brody Zocher.

A half dozen students from Tomahawk were among University of Wisconsin-Stevens Point undergraduates honored for scholastic achievement this spring. Aubrey Nycz received Highest Honors with a grade point of 3.90 to 4.0. Cheyenne Antell, Lauren Radtke and Samantha White achieved High Honors with GPAs of 3.75 to 3.89; and Trevor Iwen and Madalyn Showalter earned Honor recognition with GPAs from 3.5 to 3.74.



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COVER FEATURE by Matt Gardner

Jobs and jail

A drug offender and former inmate, Lisa Laughnan says finding employment was a critical part of her recovery. Now a Chamber-led effort is underway to encourage local businesses to give more people like her a chance.

Rock bottom came for Lisa Laughnan in June 2014. Sentenced to a year in Marathon County jail for her fifth OWI offense and another 6 months for possession of narcotics, the 36-year-old cried. She was angry she got busted, angry at the cop and the judge, and everyone else but herself.

Nine months later she was released from jail, but quickly returned to her past lifestyle and her drugs of choice, Oxycodone and heroin. She started using again and fell into the same patterns that landed her in jail.

Then, on the brink of being thrown out of her mother's home and perhaps out of her entire family's life, Laughnan accomplished what many would consider a simple task: She got a job. And that proved to be a critical part of her staying out of jail and on the path to recovery.

For former inmates like Laughnan, finding gainful employment can be a struggle, especially when job applications require one to check the box that reads "Have you ever been convicted of a felony?"

That is where the Wausau Region Chamber of Commerce and local businesses are looking to step in with new efforts focused on helping former inmates find and keep jobs. The general question they're trying to solve is: How do we break the prison cycle? The question traditionally gets thrown to social services agencies, education and the justice system. But now, perhaps due to the workforce shortage issue, there's a growing sense that the private sector could help itself and the community at the same time.

"Not all companies are on board yet because many of them are still learning how to do this," says Dave Eckmann, president of the Wausau Chamber, about businesses hiring former inmates. "We're putting more energy here because this has been somewhat disregarded in the past. These (former inmates) are people who must be productive parts of our community."

A Chamber-led effort will ask employers to expand their horizons as they look for workers—specifically, to consider people coming out of the county jail.

The private sector cost

It's not all about charity, of course. For one, businesses in Wisconsin are realizing that addiction, for example, affects their bottom line.

In the U.S., addiction costs business \$81 billion a year according to the National Council on Alcoholism and Drug Dependence, mainly due to missed days, turnover and retraining, and healthcare costs. Addiction-related problems can cost hundreds of thousands of dollars a year for a large company with several hundred employees, according to estimates from the National Safety Council.

That's why local leaders like Eckmann have been working on the issue with Melissa Dotter, coordinator of the Marathon County Alcohol and Other Drug Abuse Partnership.



There's also the matter of the well known shortage of workers. Eckmann has been at the forefront of developing Workforce Hub, a local program to help businesses deal with a shortage in talent. Recognizing that former jail inmates have trouble finding and keeping a job, the program now has recruited a much wider coalition of companies, schools, nonprofits and government agencies.

One model both Eckmann and Dotter have looked toward is STEP industries. This warehouse and packaging company, based in the Fox Valley and Milwaukee, helps people in recovery get back on their feet by providing employment, sober living, and education. STEP supports its nonprofit arm through its business operations and some private donations.

STEP has been in talks to move to the Wausau area since 2012, and earlier this year started the process of building potential manufacturing customers locally.

Since 1982, STEP has provided outsourcing warehouse services in Neenah and expanded to Milwaukee in 1998. Some of the main services STEP provides

are contract packaging and contract manufacturing, in a somewhat non-traditional environment. All of the workers in STEP's warehouse are in recovery, meaning that employees are surrounded by fellow co-workers they can relate to. Recovery coaches on staff make sure employees are following through with their sobriety.

"Many times, they'll be working on the assembly line with someone who's going through the same thing," says Cheryl Fritz, STEP Industries Business Manager. "Peer-to-peer support enables someone going through recovery to make new friendships and find different activities."

"Not all companies are on board yet because many of them are still learning how to do this," says Dave Eckmann, president of the Wausau Chamber, about businesses hiring former inmates.

STEP's possible move to the Wausau area started to build up some steam this year, when STEP representatives met with Wausau business leaders on three separate occasions in May and June. Company President Michelle Devine Giese says those were preliminary talks to drum up interest, and there's much more work to be done before STEP can make a move to Marathon County.

"We're in the very initial stages," Devine Giese says. "I don't want to give the impression we're going to be coming next week."

Lisa's story

The Workforce Hub program has been part of the Wausau Region Chamber of Commerce for the last three years, but after getting reworked this year, its participation went from 12 entities to more than 50. The goal is to connect businesses with nonprofits, government, higher education, and local school districts to help fill jobs—and help support at-risk employees—especially in the manufacturing field. (The worker shortage isn't just local. The National Association of

Manufacturers reported in 2016 the industry was going to see a shortage of 2 million workers over the next decade.

Many local businesses are excited for what Workforce Hub can do to provide employment to former prison inmates.

"I'm very interested in it, especially since (the county jail) is right across the street. It's very easy for me to provide some skill sets that are transferrable," says Kent Olson, owner of Olson Tire and Auto Service in Wausau. "I would be very supportive in doing it."

Lisa Laughnan's story offers a glimpse into the possibilities.

A Central Wisconsin resident for most of her life, Laughnan accumulated a growing list of OWI offenses over the last 20 years. Her second came in 2000; third in 2006; fourth in 2007; fifth in 2014. The last one was the most devastating, as the fifth or sixth OWI is considered a Class H felony in Wisconsin. Laughnan was also charged with possession of narcotics, a Class I felony.

In October 2014, she was sentenced to 12 months in jail for the OWI and six months in jail for the narcotics possession and she ended up spending nine months in jail.

When she got out, Laughnan moved in with her mother on the condition she get a job within three months. When told that, Laughnan says she laughed—she hadn't had a job in seven years, so how on earth would she get back into the workforce?

To make matters worse, not much had changed from before Laughnan went into jail. She relapsed two weeks out of jail and spent a few nights in the hospital after contracting sepsis due to a dirty needle.

Laughnan was so adept at hiding her renewed drug use that her mother, Sherrie Yetter, didn't know about it.

"I couldn't really tell. I don't catch on to that kind of stuff because I've never done anything like that," Yetter says. "She went to the hospital a few times and I was wondering why she was in there. We eventually told her that if she didn't straighten out, we weren't going to have anything to do with her anymore."

After another couple months of using, Laughnan finally understood that she needed to get a job or be out on the streets.

"I started looking for work and ended up with Taco Bell in Wausau," Laughnan says. "I told the manager, 'Look, I just got out of jail and I'm trying to better my life.'"



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Lisa Laughnan was incarcerated in 2014, but is a much different person today, thanks in large part to finding a job where she was given a chance.



He said, "Thank you for your honesty, I'll absolutely give you a chance."

Laughnan worked at Taco Bell for five months, then found an opportunity to work at a local nursing home. Laughnan says she's been sober 19 months. She got married, and now works at the front desk for a large hotel chain in the Wausau area.

Laughnan credits much of her recovery to getting back into the workplace.

"Having a purpose in life is ultimately what anyone would want to have. For me, having a job gave me a purpose," Laughnan says. "It feels good. I have my own money, can spend my own money in a community I actually work for, and I'm not stealing. It's all about being a productive citizen."

Breaking the cycle

Laughlan's history of drugs, crime and relapses is not unlike many Melissa Dotter has seen in her years with the AODA Partnership. In fact, it's quite normal. Some studies have found that addicts going through the recovery process for alcoholism relapse 90% of the time; the rate is the same for heroin addicts.

"I don't think I could put a number on (how many people relapse), but I think it's a combination of things," Dotter says. "Safe and sober housing makes a difference. There are some people who burned all of the bridges with their family, so maybe they don't have a place to live or don't even have a ride once they leave jail. Who do you call? The likelihood of a relapse is high when you don't have positive support or a plan coming out of jail."

That's where another model that com-

munity leaders are working to bring to Marathon County comes in. Windows to Work is a state Department of Corrections-run program that provides inmates with education, support and case management to help them make a successful transition from incarceration to the community.

The program started at state prisons, but gradually is moving to county jails. It's currently running in Wood County, and depending on the state budget, Windows to Work could come to Marathon County.

"We would love to have that within all of our counties, but it's a budget issue," says Jane Spencer, of the North Central Workforce Development Board (NCWDB). "It's all about the successful re-entry into a community. (Windows to Work) is a specific curriculum. And once they're released, Windows to Work offers a year of follow-up with a re-entry coach."

Successful re-entry into the community is important for another reason: jail population. Marathon County Jail can't handle many more inmates. In May, the county had 400 inmates—266 in jail, 25 on monitor, and 94 housed in other counties (the remainder are juveniles). The max capacity at the county jail is 279.

In an effort to curb recidivism—thereby reducing the number of inmates—the county already is addressing employment issues by working with instructors from North Central Technical College to bring welding and GED programs to the county jail.

"We have inmates who are highly employable. We're trying to do these things, but it's time consuming," says Marathon County Sheriff's Department Chief Deputy Chad Billeb. "We have great partners with the Chamber and local businesses, though. We need to do something to turn this jail population around."

There's a prevailing mentality, Dotter says, that associates addiction with a lack of moral character. In recent years, that sentiment has shifted toward the understanding that addiction is a disease and the people need support systems to recover.

"We live in a society where the culture is you need to pull yourself up by your bootstraps and get over their addiction," Dotter says. "How can we expect someone to pull themselves up by their bootstraps if they don't have any bootstraps to pull? That's where the programs like STEP, programs they're offering in the jail, and other alternatives are giving people the bootstraps." **CP**



Flambeau Hospital Health Academy piques student interest

For the fourth year, students interested in health-related careers came to Flambeau Hospital, spending four days job shadowing their field of interest and several other areas throughout the hospital.

This year seven students were accepted into the Health Academy and shadowed in the areas of nursing, rehab, pharmacy, radiology, laboratory, respiratory therapy, and the dental clinic.

Each year the program has been tweaked according to the students' and guidance counselor's comments.

"We are noticing the students want more job shadow time and actual hands-on experience," said Beth Harrop, director of human resources for Flambeau Hospital.

According to Harrop, new rotations to this year's academy included physician practice, dental clinic, home health and

hospice, outpatient clinic, and ambulance.

"There is always great interest in nursing, rehab, pharmacy, radiology, and laboratory careers, so we have tailored the program to fit all of the students' interests," Herrop said.

Students go through an application process that includes an essay stating their reasons for wanting to attend the health academy. Once accepted, they receive their "official scrubs" donated by Northcentral Technical College, participate in an orientation at the hospital, and take a course in infection control.

PHOTO SUBMITTED

Seven students were accepted into the Flambeau Hospital Health Academy this year, including (from left to right) Alexis Nelson, Eva Pasewald, Olivia Ocker, Annalee Wallow, Lorren Sauter, Nicole Polacek, and Alexis Carlsen.





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2 THE MARION ADVERTISER, THURSDAY, JULY 13, 2017



Catapult Distance 3rd Place
Braylen Wusko, Paige White, Chyemee Yonker



Catapult Distance 1st Place
Gary Spigel, Seth Sezerbak, Isalah Guetha



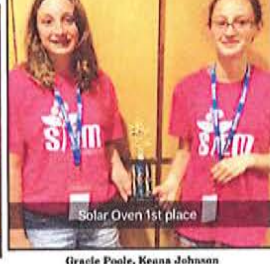
Balloon Car Speed and Distance 2nd and 3rd
Sydney Reefeldt, Seth Sezerbak



Solar City 2nd Place
Braylen Wusko displaying team trophy



Car Speed 2nd Place
Paige White, Kelsey Zillmer



Solar Oven 1st Place
Grace Poole, Keena Johnson



Catapult Accuracy 1st place
Keena Johnson, Hannah Krueger, Emery Trebus



2nd students tour their Engineering and Technology Departments where students got some hands on time interacting with equipment. Tristan Wusko showcases the [STEM] projects.

STEM stands for science, technology, engineering, and mathematics. STEM is important because it provides every part of our lives. Science is everywhere in the world around us. Technology is continuously expanding into every aspect of our lives. Engineering is the basic designs of roads and bridges, but also tackles the challenges of changing global weather and environmentally-friendly changes to our home. Mathematics is in every occupation, every activity we do in our lives. By exposing students to STEM and giving them opportunities to explore STEM-related concepts, they will develop a passion for it and hopefully pursue a job in a STEM field. A curriculum that is STEM-based has real-life situations to help the student learn. "Programs like STEM Academy for middle school students integrates multiple opportunities to see how concepts relate to life in order to hopefully spark a passion for a future career in a STEM field. STEM activities provide hands-on and multidisciplinary for the student. Making math and science both fun and interesting helps the student to do much more than just learn," says Heather Wusko, science educator for Marion School District.

According to the U. S. Department of Commerce, STEM occupations are growing at 17%, while other occupations are growing at 8.9%. STEM degree holders have a higher income even in non-STEM careers. Wusko says, "STEM education creates critical thinkers, increases science literacy and enables the next generation of innovators. This innovation and science literacy depends on a solid knowledge base in the STEM areas, and that's where this academy comes in!"

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HEATHER WUSKO, SCIENCE EDUCATOR FOR MARION SCHOOL DISTRICT.



Keena Johnson, Hannah Krueger, and Emery Trebus compete in the catapult finals. Marion's solar-electric farm community

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Advertisement for Marion Lions Club Dinner Show. Text: "FOUR GUYZ in Dinner Jackets". "Featuring Four Guyz in Dinner Jackets". "Saturday, July 29th, 2017 Northwinds Banquet Hall, Marion". "Featuring Four Guyz in Dinner Jackets". "Experience classic Americana that spans the genres of show-rop and rock 'n' roll as the Four Guyz in Dinner Jackets serve you the best of their best!". "Join Us For Sunday Worship at 9:30am". "Pastor Kelly Loken". "Celebrating 76 Years in Business".



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Tigerton Students Attend STEM Academy Recently

From June 12-29, twenty 6th, 7th and 8th grade Tigerton Middle School students attended the 4th annual STEM Academy sponsored by STUC and the Erving Network at the Tigerton High School.

The students were involved in a variety of different projects from teachers at all the schools that participated in the Academy. During the 12 days, they built structures based on biomimicry, which are human structures based on animal habitats. The entire class collaborated on building a solar city, which they modeled after Jurassic City, complete with lights, spinning cars and a hovercraft that all operated by solar power or batteries, and of course, dinosaurs. Other days were spent learning about and building solar ovens, (which was the lesson Mrs. Minalechaska taught), building catapults, balloon cars and making polymers and bouncy balls.

On Wednesday, June 28, the students headed over to Wisconsin to STUC to compete in the STEM competition with the other five schools that were involved in the STEM Academy. The Tigers came home with four trophies, including a 1st place for the Architectural Engineering of their Jurassic City, a 1st place for the Animal Habitat-Design/Creativity, a 2nd place for the Animal Habitat-Practical/Functional and a 2nd place for Catapult Distance.

They also went on tours of the STUC campus and saw some of the STEM related programs the technical school has to offer. This opportunity gave the students ideas of career choices that are available to them so they can plan accordingly during the planning of high school classes and choosing a post secondary school.

Mrs. Minalechaska, Mrs. Tucker and Mrs. Griepentrog assisted the students during the STEM Academy and would like to thank the Tigerton School District administration and school board, STUC, the Erving Network and Jamie Emmer for giving our students this wonderful opportunity.

The group is shown below front, Dawson Block, Gage Shumaker, Daniel Dent, James Medrow, Leandra Kalwitz, Elizabeth Robbins, Adrienne Brady, McKenzie Miller.

Middle, Deegan Arndt, Kneeden Miller, Robert Barzani, Zeke Griepentrog, Mary Kroklow, Bethany Jobe, Jaycee Schmidt, O'Marion Ramsey

Back, Abby Swartz, Savannah Swartz, Ryder Grubum and Tyler Dent.



Deegan Arndt and Adrienne Brady working on their balloon powered car.



Savannah Swartz, Abby Swartz and Leandra Kalwitz testing their solar powered part to the Jurassic City.



Tyler Dent and Daniel Dent collaborating on a solar oven.



Dawson Block and Kneeden Miller taking a break during their electrical unit project.



Merrill Courier

Refrigerator Door



The Merrill Area Chamber of Commerce 2017 board leadership includes, pictured from left, Noel Bushor, Finance Officer/Courtside Furniture; Nancy Kwisielewicz, Director/Ascension; Cheryl Skoug, Chamber Programs Manager; Debbe Kinsey, Chamber CEO; Kurt Rust, Director/Lincoln Community Bank; Marty Heyne, Director/Church Mutual Insurance; Tim Schreiber, Chamber Foundation Chairman/Merrill Foto News; Randy Wixson, Board Chairman/Lighthouse Storage; Jeff Schneider, 1st Vice President/Sierra Pacific; Dennis Krueger, Director/Lincoln Wood Products; Sara Gossfeld-Benzing, Director/North Central Tech. College; Kent Reinhardt, Director/Wisconsin Public Service; Barb Haffeman, Director/Dave's County Market; Tonia Speener, Immediate Past Chairman/Clark-Dietz. Not pictured are Zach Kubichek, 2nd Vice President/Sawmill Brewing Company; Dawn Bishop, Director/Council Grounds State Park; and Brian Richards, Director/Richard Mamer Accounting.

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WJFW 12 / WJFWDT 12.1

Main: [General News](#): Local News

NTC Antigo campus churning out highly trained wood products workers

Submitted: 07/27/2017

Antigo - Forced to memorize equations, rules, and quality standards, Josh Denter could feel his head spinning a bit.



"[Memorizing] tons, tons of stuff," Denter said.

But the 41-year-old lumber quality control worker from a small community near Reedsburg embraces the mental challenge he faces in Antigo.

"It's awesome," Denter said. "I wouldn't be here if they didn't have it." That "it" is a unique educational opportunity at Northcentral Technical College's Antigo campus. The school carries a five-month course in partnership with the National Hardware Lumber Association taught at the Wood Technology Center of Excellence. The NHLA sets the industry standard, which is used nationwide.

"They're traveling up here for this training because this is the only place they can get this training outside of Memphis, Tennessee," said NTC wood products instructor Travis Allen.

Allen helped get NTC's wood science program started in 2011. The program centers around a 28,000-square-foot facility with cutting-edge machines and technology.

This week's course helps professionals like Denter become lumber inspectors, which is one of the highest-paying jobs in a mill.

"These folks will take those skills back to their companies and allow them to elevate or gain that next position in their mill," Allen said.

In addition to the professional certification, Allen also teaches students skills that help fuel Wisconsin's \$25 billion lumber industry. NTC's Antigo campus offers the only two-year associates degree for wood science in the nation.

Students who graduate NTC's school-year programs could end up just south of town at Kretz Lumber on Highway G. Company president Troy Brown says the school is essentially a pipeline of talent with people ready to work.

"When it comes to operations, within a week [NTC graduates are already] up to speed," Brown said.

Brown's 88-year-old company was in on the ground floor for bringing NTC's wood products campus to Antigo. He relies heavily on the school's quality education to maintain his workforce of 83 employees.

"There are 50 competitors to Kretz Lumber Company within 50 miles to where we're standing right now... which makes NTC's program that important to this industry," Brown said.

Brown thinks that competition points to a strong but challenging future for the lumber industry. It's an industry Josh Denter expects to make plenty of money in thanks to time spent learning from the best.

"Definitely a lot of hard work when you're starting, but like I said, the opportunity is there," Denter said.

Allen says Wisconsin has the most lumber-related jobs in the nation. The lumber industry employs 635 people in Langlade County alone.

Written By: Lane Kimble

Text Size: [+ Increase](#) | [Decrease -](#)