

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: JANUARY 10, 2023
TIME: 1:00 P.M. MEETING CALL TO ORDER
LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)

CALL TO ORDER

- A. Compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)
- B. Pledge of Allegiance to the Flag
- C. Public Comment

APPROVAL OF MINUTES

- A. Approval of Minutes from December 6, 2022 Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Sawmill Simulator – Capital Purchases > \\$50,000](#) – Darren Ackley
- B. [Approval of Board Policy 1.6: Asset Protection](#) – Jeannie Worden
- C. [Approval of Board Policy 1.9: Communication + Counsel to the Board](#) – Jeannie Worden
- D. [Approval of Board Policy 3.3: Monitoring College Effectiveness](#) – Jeannie Worden

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Receipts + Expenditures](#)
 - b. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Industry 4.0: Smart Medicine – Darren Ackley + Laura Ahonen

INFORMATION/DISCUSSION

- A. President's Report
 - a. Review of Draft Board Policies
 - i. [2.1: Governance Commitment](#)
 - ii. [2.2: Governing Style](#)
 - b. [Mid-Year College-Wide Accomplishments](#)

- c. Comments from Informational Update
- B. Chairperson's Report
 - a. WTC DBA Winter Meeting + Legislative Visits: January 11-13, 2023, Madison
 - b. Spring Board Appointment Cycle:
 - i. Board members up for reappointment: Tom Felch, Charlie Paulson, Paul Proulx
 - ii. Appointment Hearing: Friday, March 17 at 8:30 a.m.
 - c. Next Regular NTC Board Meeting: Tuesday, February 7, 2023
- C. Information
 - a. [Advisory Meeting Minutes](#)
 - b. [Upcoming Meetings + Events](#)
 - c. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) and (e) for the purpose of:
 - a. Approval of September 27, 2022 Closed Session Meeting Minutes
 - b. Deliberating or Negotiating the Purchasing of Public Properties
 - c. To Consider Recommendations for 2023-2024 Compensation for Specific College Employees
 - d. Review of President Mid-Year Accomplishments + Performance Check-in

OPEN SESSION

- A. Reconvene the Board into Open Session to confirm any action deemed necessary as a result of the Closed Session.

MEETING ADJOURN

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

Mission: Northcentral Technical College provides high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.

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

MEETING DATE: January 10, 2023

TOPIC: Sawmill Simulator - Capital Purchases > \$50,000.

POLICY 1.6 Asset Protection – may not make any purchases or commit the organization to any expenditure of greater than \$50,000.

INTERPRETATION: Expenditures greater than \$50,000 must have board approval.

DATA/RESULTS: The College will apply up to \$80,000 from the Emberg Charitable Trust funds toward the purchase of a Sawmill Simulator costing approximately \$80,000 for use in the NTC Wood Technology program.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
Approval to utilize up to \$80,000 from the Emberg Charitable Trust funds toward the purchase of a Sawmill Simulator costing approximately \$80,000 for use in our Wood Technology program.

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

Signed Dr. Janis Worden

Dated January 10, 2023



Asset Protection

Board Policy 1.6

The President shall cause assets to be adequately maintained and protected from unnecessary risk.

Accordingly, the President shall:

1. Insure College assets against theft and casualty losses to at least 80 percent replacement value and against liability claims against Board members, employees, or the College itself in an amount greater than the average for comparable organizations, while performing in an official capacity for the college.
2. Receive, process, and disburse funds under controls which are sufficient to meet auditor standards.
3. Comply with WTCS purchasing and competitive bidding regulations. The annual list of purchases over \$50,000 will be presented to the Board each October to comply with Wisconsin Technical College System Administrative Rule TCS 6.05(2)(h). A report of estimated completion of the current year capital projects will be presented to the Board annually.
4. Establish a strong ethics policy for all staff. The policy will include specific delineation of authority and internal controls, including a provision of cross-checks, related to procuring goods and services to protect the College against conflicts of interest, misappropriation of funds, or other liability claims.
5. Establish an administrative/operating guideline for the purpose of naming district facilities and/or property that provides for all requests to be directed to the President who makes recommendations to the NTC Board of Trustees for approval.
6. Ensure that College buildings, facilities, grounds, and equipment are properly maintained and replaced based on current and future use.
7. Acquire, encumber, and dispose of real property (land, buildings, fixed equipment) subject to Board directives or approval.
8. Protect property, information, and files from loss or damage.
9. Protect the College's trademarks, copyrights, and intellectual property interests.

Revised and Approved on 01/28/2004

Reviewed on 11/15/2006

Reviewed on 12/13/2006

Reviewed and Approved on 01/17/2007

Reviewed on 02/20/2008

Revised and Approved on 04/30/2019

Reviewed on 12/06/2022



Communication and Counsel to the Board

Board Policy 1.9

With respect to providing information and counsel to the Board, the President shall keep the Board adequately informed.

Accordingly, the President shall:

1. Submit monitoring data required by the Board (see Board Policy 3.3 on Monitoring College Effectiveness) in a timely, accurate and understandable fashion, directly addressing provisions of the Board policies being monitored.
2. Make the Board be aware of relevant trends, anticipated adverse media coverage, anticipated legal actions, or material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.
3. Provide Board members with appropriate technology and an NTC e-mail account to facilitate timely and efficient electronic communication with the President. Board members will complete the Board iPad/Electronic Device Agreement.
4. Advise the Board Chairperson if, in the President's opinion, the Board is not in compliance with its own policies on Governance Process and Board/Staff Relationship, particularly in the case of Board behavior which is detrimental to the working relationship between the Board and the President.
5. Deal with the Board as a whole except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the Board.
6. Report in a timely manner an actual or anticipated non-compliance with any Board policy.
7. Identify, encourage and support Board member interest in professional development related to Trustee issues. Opportunities including, but not limited to:
 - a. Wisconsin Technical College District Boards Association (WTC DBA)
 - b. Association of Community College Trustees (ACCT)

Revised and Approved on 07/08/2002

Reviewed on 08/20/2006

Reviewed on 05/21/2008

Reviewed on 01/25/2012

Revised and Approved on 02/22/2012

Reviewed on 12/06/2022



Monitoring College Effectiveness

Board Policy 3.3

The Board shall monitor College effectiveness in meeting Board policies. Monitoring will be done in a way to permit the Board to use most of its time to create the future rather than review the past.

1. College effectiveness may be monitored in one or more of three ways:
 - a. Internal Reports: Disclosure of information to the Board by the President and staff. Where appropriate, WTCS comparables will be provided. Internal reports follow a yearly schedule and include, but are not limited to:
 - i. Strategic Directions
 - ii. Programming and Services
 - iii. Capital Initiatives
 - iv. Fiduciary Responsibility
 - v. Board Dashboard
 - vi. Board Special Requests
 - vii. Executive Limitations
 - b. External Reports: Disclosure of compliance information by an external auditor or other persons or entities external to the institution. External reports include, but are not limited to:
 - i. Financial Audit/Management Reports
 - ii. Licensing Examination Results
 - iii. Accreditation Reports
 - iv. WTCS Reports on College Comparables
 - c. Direct Board Inspection: The Board may request inspection of documents, activities, or circumstances which allows a test of policy compliance.
2. As a result of the Board's monitoring, the Board shall review Board policies and make any adjustments necessary to improve College effectiveness.

Reviewed and Approved on 12/07/2005

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 05/21/2008

Reviewed on 12/06/2022 (Policy formerly known as Monitoring Executive Performance)

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

MEETING DATE: January 10, 2023

TOPIC: Receipts & Expenditures

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

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 **October 31, 2022** (preliminary).

F1-F7 Revenue: \$50,411,271.61

F1-F7 Expense: \$30,874,147.41

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: 

Dated: January 10, 2023

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

MEETING DATE: January 10, 2023

TOPIC: Personnel Changes

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

INTERPRETATION: NTC will follow Wisconsin Statute 38.12 (3) “The district board shall employ and fix the compensation...” and 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:

- Martina Kostreva – Assistant, Student Services
- Brenda Tincher – Administrative Assistant, Engineering and Advance Marketing
- Abagael Wiese – Assistant, Student Services
- Tiffany Stolzman – Assistant Manager, Farm
- Jaylen Leonhard – Assistant Manager, Farm
- Delphine Hintz – Academic Coach, Math
- Alex Crockford – Faculty, Crop Science
- Jenna Breitenfeldt – Assistant Manager, Farm and Agriculture Outreach
- Jeff Janikowski – Instructional Assistant, Substance Use Disorder Counseling

Resignations:

- Sam Bowers – Assistant Manager, Farm
- Matthew Block – Developer, Software

Retirements:

- Paul Clarke – Faculty, Criminal Justice

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 Dr. Janis Worden

Dated 1/10/2023



Governance Commitment

Board Policy 2.1

The Board of Trustees of Northcentral Technical College (NTC) will act in the best interest of the College and the community as a whole. Community is defined as students, employers, and community members of the NTC District. The Board seeks to fulfill its stewardship role on behalf of the residents of the Northcentral Technical College District.

The purpose of governance is that the Board, on behalf of the residents of the Northcentral Technical College District, guarantees the accountability of the Northcentral Technical College by assuring that it (a) achieves appropriate results for students, employers, and the community at an appropriate cost and (b) assures compliance with all applicable state statutes. In fulfillment of this charge, the Board is committed to rigorous, continual improvement of its capability to define values and vision.

Reviewed on 08/17/2006

Reviewed on 11/01/2007

Reviewed on 01/16/2008

Reviewed on 01/10/2023



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The purpose of governance is that the Board, on behalf of the residents of the Northcentral Technical College District, guarantees the accountability of the Northcentral Technical College by assuring that it (a) achieves appropriate results for ~~the appropriate persons~~ students, employers, and the community at an appropriate cost and (b) ~~avoids unacceptable activities, conditions and decisions (c) self-monitors its process and performances, and (d)~~ assures compliance with all applicable state statutes. In fulfillment of this charge, the Board is committed to rigorous, continual improvement of its capability to define values and vision.

Reviewed on 08/17/2006

Reviewed on 11/01/2007

Reviewed on 01/16/2008

Reviewed on 01/10/2023



Governing Philosophy

Board Policy 2.2

The Board will govern with an emphasis on outward vision, encouragement of diversity in viewpoints, strategic leadership, clear distinction of Board and President roles, collective rather than individual decisions, future-oriented, and proactively.

The Board will:

1. Accept collective responsibility for excellence in governance. The Board will use the expertise of individual trustees to enhance the work of the Board as a body, rather than to substitute their individual judgments for those of the Board as a whole.
2. Lead and inspire the organization through the careful establishment and communication of broad written organizational policies reflecting the District's values and perspectives. The Board's major focus will be on the intended long-term impact of the College on the District stakeholders.
3. Engage in continual development including orientation of new members in the Board's governance process.
4. Monitor and discuss the Board's process and performance regularly for continuous improvement. Self-monitoring will include review of Board activity and process for consistency with the Policy Governance model it has adopted. Annually, the Board will review its progress in accomplishing the goals it has established as part of its annual goal setting process with the President.
5. Take action only in official Board meetings called, scheduled and conducted according to statutory requirements. Adhere to legal and ethical standards for open meetings through consensus decision making.
6. Seek balanced input from various sources including staff, students, alumni, employers and other community members on Community Benefits Statements and the College Strategic Plan. The Board will initiate timely linkages with stakeholder groups as needed.
7. Maintain active membership in local, state, and national associations and affiliations that the Board deems appropriate to the mission of the College.

Revised and Approved on 07/08/2002

Revised and Approved on 04/28/2004

Revised and Reviewed on 08/20/2005

Reviewed on 08/17/2006

Reviewed on 11/01/2007

Reviewed on 01/16/2008

Reviewed on 01/10/2023 (Policy formerly known as Governing Style)



Governing ~~Style~~Philosophy

Board Policy 2.2

The Board will govern with an emphasis on outward vision ~~rather than an internal preoccupation~~, encouragement of diversity in viewpoints, strategic leadership ~~more than administrative detail~~, clear distinction of Board and ~~chief executive~~President roles, collective rather than individual decisions, future ~~oriented rather than past or present~~, and proactively ~~rather than reactively~~.

The Board will:

1. ~~Cultivate a sense of group responsibility. The Board will be accountable for excellence in governing. The Board will be an initiator of policy, not merely a reactor to staff initiatives. Accept collective responsibility for excellence in governance.~~ The Board will use the expertise of individual ~~members~~trustees to enhance the ~~ability~~work of the Board as a body, rather than to substitute their individual judgments for ~~the Board's values~~those of the Board as a whole.
2. ~~Lead, direct, control,~~ and inspire the organization through the careful establishment and communication of broad written organizational policies reflecting the ~~Board's~~District's values and perspectives. The Board's major ~~policy~~focus will be on the intended ~~long-term~~long-term impacts of the College on the District stakeholders. ~~outside the operating organization, not on the administrative or programmatic means of attaining those effects.~~
- ~~2.3. Engage in continual development including orientation of new members in the Board's governance process.~~
3. ~~Enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as participation, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuity of governance capability. Continual Board development will include orientation of new members in the Board's governance process and periodic Board discussion of process improvement. The Board will allow no officer, individual or committee of the Board to hinder or be an excuse for not fulfilling its commitments. Board member attendance at regular monthly meetings is critical to ensure effective governance and continuity in decision-making. Board members who request to be excused from attending the meeting are required to notify the Professional Board Staff member at least 24 hours in advance of the meeting.~~
4. ~~The Board Chair will meet with any Board member whose unexcused absences in a calendar year exceed more than two of the regular monthly board meetings to determine appropriate next steps.~~
4. Board Self Evaluation—The Vice Chair of the Board is responsible for the Board Self Evaluation process. The Board, through the leadership of the Vice Chair, will monitor the quality of its

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~~process and performance on a regular basis. Monitor and discuss the Board's process and performance regularly for continuous improvement. Self-monitoring will include review of the Board's activity (ies) and process for consistency with the Policy Governance model it has adopted. The Board's self performance assessment will review the Board progress in completing predetermined goals it has identified for itself on an annual basis. Board Process and performance Evaluation—Twice a~~nnually (In May as part of its evaluation with the President and at the board retreat), the Board will, under the leadership of the Vice Chair, review its ~~process and~~ progress in accomplishing the goals it has established ~~for itself~~ as part of its annual goal setting process with the President ~~in June~~.

5. Take action only in official Board meetings called, scheduled and conducted according to statutory requirements. Adhere to legal and ethical standards for open meetings through consensus decision making.

6. Seek balanced input from various sources including staff, students, alumni, employers and other community members on Community Benefits Statements and the College Strategic Plan. The Board will initiate timely linkages with stakeholder groups as needed.

~~5.7.~~ Maintain active membership in local, state, and national associations and affiliations that the Board deems appropriate to the mission of the College.

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Reviewed on 01/16/2008

Reviewed on 01/10/2023 (Policy formerly known as Governing Style)

2022-2023 Mid-Year College-Wide Accomplishments

January 10, 2023

Learner Success

- Added course co/prerequisite information to program course list pages to help prospective students in planning their schedules.
- Successful launch of University Transfer Program. 50 new students enrolled in Fall 2022 (combination of our program and Madison College partnership).
- Celebrated National Transfer Week with a Transfer Fair that included 15 college partners, and 45 student participants in the week's various activities.
- Implementation of student progress tool allowing students and advisors to view percent of progress student has made toward credential completion.
- Decrease in Cohort Default Rate for FY2019 (from 8.5% to 2.0%).
- Improved CPL and Transfer pages on the website, launched option for prospective students to request an unofficial credit evaluation.
- Implemented Starfish flags for student engagement which can be sent to the Student Development team for direct outreach to engage students.
- Moved Alt High to the main campus. This will allow efficiencies in providing security coverage, introduces students to the college environment (hopefully increasing transition), saves operating costs, and eliminates the safety issues with students walking down the road without sidewalks to the bus stop.
- In Fall 2022, there are currently 44 Alt High students taking postsecondary classes in addition to their high school classes.
- Successfully hosted our Automotive Service Excellence (ASE) recertification visit and were recommended for our 5-year recertification.
- Developed and implemented a more robust lunch and learn format and rotation for our students utilizing our STEM Center and working with industry partners.
- Successful Accreditation Commission for Education in Nursing (ACEN) site visit for Nursing; recommended continued full accreditation.
- Open Educational Resources (OERs) were implemented for first semester nursing students.
- Completed 3-year nursing simulation clinical enhancement grant which included:
 - Hosting a nursing educator simulation conference
 - Installation of Pyxis machine
 - Virtual Reality equipment installed
 - Purchase of two ethnically diverse simulators
- Completed 2-year Career Pathways Nursing grant which included:
 - Purchase of Next Gen NCLEX preparation product for 3rd semester students
 - Increased tutoring for nursing students
- Radiography successfully completed a site visit with the Joint Review Committee on Education in Radiologic Technology (JRCERT) with an anticipated eight-year approval.
- Successfully completed the Faculty Quality Assurance System state office visit, with every area of code identified as "met." They commented that we were recognizably "innovative" and "a

forward-thinking organization.” They emphasized that these traits are “unique” in our system and they look to us to lead the way.

- Candidate Physical Ability Test (CPAT) continues its success, and the number of registrants this fall is five times higher than when the program started in 2019. Currently on track to beat fall comparable registrants from last year.
- In the 2021-2022 Fact-Book published by the WTCS, NTC is noted as ranking:
 - 3rd: Percent increase in headcount from last year
 - 5th: Total headcount in 2021-2022
 - 3rd: Non-post-secondary (AE/ELL) total headcount 21/22
 - 4th: Vocational-adult (CE/PD) total headcount 21/22
 - 3rd: Total headcount of justice involved students
 - 4th: Most academically disadvantaged students in the WTCS
- Completed the Veterinary Science Lab remodel at the Agriculture Center of Excellence, and currently working with Learning on attaining American Veterinary Medical Association (AVMA) Accreditation.
- Purchased and installed loafing sheds at the Agriculture Center of Excellence. The loafing sheds will allow the Veterinary program to bring in a variety of animal species for the students in the Veterinary Technician Program.
- Completed blacktop surfaces on the new CDL parking lot at the Public Safety Center of Excellence (PSCoE). This new lot will allow more area to store and park CDL trucks with electrical plugs for winter use. It will also allow for additional training areas when the EVOC track is in use by Public Safety.
- The Center of Excellence in Communication Technologies (Studio 7) is currently under construction with a ribbon cutting ceremony tentatively scheduled for March 2023.

Diversity, Equity, Inclusion + Accessibility

- Successful Veterans Affairs (VA) Audit and continued designation as a military friendly college.
- Created Timberwolf-to-Go option and relocated Timberwolf Table to the main building.
- Students + staff attended WisCORE, a WTCS conference on race and ethnicity.
- School of Learning Technologies, School of Engineering + Advanced Manufacturing and School of General Studies hosted engaging open house events for all NTC employees to learn about programs offered and tour facilities.
- Successfully awarded and began work on a National Science Foundation (NSF) grant (‘Retooling Machine Tool’) with a focus on supporting and developing manufacturing program access to underserved populations (in particular the southeast Asian population).
- Presented NTC’s DEI rubric to General Education Deans at the bi-annual WTCS system-called meeting at the request of the state office.
- Presented at the Limitless Learning Summit to academic leaders from across the country on NTC’s Affordable Educational Resources/Cengage Unlimited Initiative.

Access

- Improved website speed/performance by converting CSS background images to HTML responsive image elements and setting an HTML loading policy on large images. This will allow us to better serve students and community members with limited broadband connectivity.
- Enhanced Chatbot allowing student access to assistance 24/7.
- Regional Technology Centers in Antigo and Phillips have served over 150 individuals.

- Transitioned digital content provider to provide faculty + students increased access to content not available through Cengage.
- Developing new admission pathways for health programs to launch in Fall 2023.
- Revised Church Mutual Scholars program to allow current students to apply.
- Adjusted Promise Program application criteria to remove additional barriers. Currently have 79 applications for the 2023-2024 Promise program.
- Made improvements to our NTC Connect infrastructure to address issues discovered in our phase one rollout.
- Started a part-time Machine Tool section for full-time workers with six students enrolled in Fall 2022.
- Introduced Quality Technician Certificate as an embedded part of the Manufacturing Engineering Technology Associate Degree and expanding our Dual Credit options.
- Deployed Starfish Kiosks with badge scanners across service areas for enhanced data reporting and to streamline the check-in process.
- During the fall Timberwolves Care In-service Day, Public Safety + Community Services held an event at the PSCoE, and raised over \$700 to donate to Timberwolf Table as well as a large supply of non-perishable food items.
- Criminal Justice Academy conducted a fundraiser for 'No-Shave November' and raised over \$200 for Timberwolf Table.
- Continued flexibility in accommodating media requests in-person and online throughout evolving COVID case numbers.
- Continued education with software to ensure e-reader accessibility of designed documents.
- Awarded 245 scholarships totaling \$207,810 for the fall 2022 season.
- Collaborated with the Advising Team to re-structure the student emergency fund online application and disbursement process.
- Completed 2022 Employee Giving Campaign raising a total of \$100,830 (surpassing goal of \$82,000).
- Awarded over \$35,000 in student emergency funds (in addition to HEERF).
- Piloted a new component of A Day for NTC Students as a targeted campaign (for CDL, CNA, Veterinary Technician, Paralegal programs).
- Piloted the Sponsor-A-Scholar program in collaboration with Transfer + Placement.
- Piloted a new scholarship application process for students who enroll after the regular scholarship season has closed.

Collaboration

- Provided eight in-person Free Application for Federal Student Aid (FAFSA) completion events at regional campuses and one College Goal Wisconsin event in Wausau, serving 74 students.
- Exceeding pre-COVID event/activity participation with over 5,000 middle and high school students having participated in events in Fall 2022.
- Career Coaches have connected with over 3,800 current high school students.
- Development of Langlade County Human Resources Networking committee in partnership with Langlade County Economic Development Corporation.
- Planned and hosted NTC's fall Community Open House in-person.

- Dean of School of Agricultural Sciences, Utilities + Transportation has been appointed to the Governor's Wisconsin Agriculture Educational and Workforce Development Committee.
- Agriculture Center of Excellence, along with the Wausau Area Builders Association (WABA), hosted 800 students at the farm for Build My Future day.
- Agriculture Center of Excellence hosted 500-4th grade students at the farm for Food for America.
- Hosted Early Childhood Education Career + Job Exploration Day with roughly 23 volunteers from different child care settings and agencies. The nearly 50 attendees included community members, high school teachers and students, and NTC students.
- Started a Welding High School Academy at our Antigo campus in partnership with local high schools.
- Working on an Engineering Technology transfer pathway with UW-Stevens Point for completion in the Wausau area.
- Continued collaboration with the Greater Wausau Region Chamber of Commerce on the community powerhouse project.
- Facilitating short-term training options for Greenheck in partnership with Workforce Training + Professional Development (WT+PD).
- Expanded professional development offerings in Electromechanical and Automation program areas with several industry partners (Harley Davidson, Mullins Cheese, Regal-Beloit) in collaboration with WT+PD.
- Hosted Wisconsin Governor Tony Evers for an event recognizing the success of Wisconsin Apprenticeship which included a tour and presentation of our new Smart Manufacturing Lab.
- Kicked off our partnership with Engineering Tomorrow with four events held in our STEM Center and included 150 students.
- Hosted a Society of Manufacturing Engineers meeting which included sharing School of Engineering + Advanced Manufacturing program options, and a tour of our labs and facilities.
- Successfully invested and completed over \$700,000 in local business training with our 2022 Workforce Advancement Training (WAT) grant funds.
- Partnership with Comprehensive Drug Testing; launched training portal for partnership with Canadian Hockey League.
- Partnering with Wausau Fire Department (WFD) on a paramedic cohort of WFD new hires to take NTC paramedic program while employed with WFD to meet their hiring requirements. These 10+ new hires will be added to our regular paramedic class cohort which begins in January 2023.
- Completed the grant funded 2018 North Central Sustainable Agriculture + Research Education (SARE) Consortium Project - Community College Alliance for Agriculture Advancement (C2A3): Regionally-Specific and Collaborative Educational Approaches to Promote Sustainable Soil Health Practices; this was a collaboration with eight community colleges from seven states; NTC was the lead.
- Received Mine Safety and Health Administration (MSHA) State Grant funds to conduct safety and health training for Wisconsin's mine workers.
- Partnering with UW-Stevens Point on an awarded Wisconsin Economic Development Corporation (WEDC) Workforce Innovation Grant that will focus on the forestry industry; funds received will create a mini-sawmill at our Wood Technology Center of Excellence at our Antigo campus (\$4,497,518).
- Completed the summer community health survey with the Center for Disease Control + Prevention (CDC) and National Health and Nutrition Examination Survey (NHANES) partnership. The CDC used the C Parking Lot to set-up their health trailers. NTC worked closely with them to

provide water, electric, sewer, and IT services. The community health survey was a huge success, drawing in a record number of participants. We received huge kudos from the CDC on our efforts and how smooth the process was.

- Have had 14 visits from 4-year college transfer partners in Fall 2022.
- Held a listening session with leaders in the Medford area with a goal of seeking input to improve programming and service to the Medford community.
- Hosted the Wisconsin Technical College District Boards Association summer meeting.
- Recognized as the Organization of the Year by the Hmong American Center.

Innovation + Growth

- Workday:
 - Successful go-live of Workday Financials and Workday Human Capital Management on July 1, 2022. Training and full rollout of all modules are on target to complete by June 30, 2023.
 - Workday business process enhancements made:
 - Our employee Open Enrollment process for benefits was successfully and efficiently processed in our new Workday platform. We are using Workday integrations to produce all vendor benefit files.
 - Streamlined + added validations to the Workday Activity Pay process to streamline adjunct and faculty pay which replaced our old Peoplesoft Request for Instructor Pay process.
 - Created or modified over 100 reports for the Workday implementation.
 - Integrated E-Verify to streamline our hiring process.
 - Configured and/or modified 25+ business processes in Workday to help streamline processes.
 - Created/updated several Workday Job Aids (training documents) for employees.
 - Finished implementing Virtual Vendor Payments integration for Workday.
 - Streamlined the process of hiring Financial Aid work-study students in Workday.
 - Successful Campus Store invoice integration, allowing invoices from Campus Store Accounting System (WinPrism) to be uploaded into Workday.
 - Launching a comprehensive, new and improved College-wide budgeting tool linked to Workday with a target implementation date of January 30, 2023.
 - Started Workday Student beginning July 2022 with target go-live date of October 2024.
- Built a new “For Employers” section on the Move to Manufacturing website, allowing existing employer partners to easily track participant activity and potential employer partners to connect with us for more information on getting started with the program.
- Implemented functionality that allows a prospective student’s program of choice to be automatically pre-selected in the online application when the application is accessed from program pages.
- Redesigned the NTC Foundation section to be more visually engaging and support the addition of policies and forms in order to ensure consistency and transparency in administrative functions.
- Redesigned the Campus Tours page and added functionality to automatically select a prospective student’s ideal tour location by desired program selection.

- Revitalized NTC's Virtual Tours of Wausau, Antigo, Phillips, Medford and Spencer campuses as well as the Public Safety Center of Excellence.
- Officially opened and held a ribbon cutting ceremony for our new Industry 4.0 Smart Manufacturing Lab and revealed our updated Engineering and Advanced Manufacturing Center of Excellence.
- Received initial WTCS approval for our Smart Manufacturing Technology Associate Degree with plans to launch in Fall 2023.
- Successfully started our Saw Filing program in Fall 2022 with six students graduating in Fall 2022 and eight additional students planned to start in February 2023.
- Community Education courses:
 - New classes created to be hosted at the Agriculture Center of Excellence including Beekeeping, Wine Making, and Pasture Restoration as well as two offerings in our STEM Center.
 - Signed a Memorandum of Understanding (MOU) with Master Gardeners of Marathon County as their educational partner for annual calendar of Continuing Education Unit (CEU) offerings.
- Radiology developed a new Canvas course for Clinical Preceptors.
- Esports team placed top 8 out of 32 teams in Wisconsin Collegiate Rocket League Tournament beating the 6th seed UW Madison team. They are also the #1 seed in the New England Collegiate Conference and won the divisional championship.
- Ran a first-time, summer jail academy to increase FTEs and support local employer requests.
- Running double the amount of truck driving/CDL classes since the prior year; added a third full-time truck driving faculty.
- Developed pre-paramedic preparation course for those entering the program to boost completing students and successful graduates.
- New Emergency Medical Responder hybrid course developed and running Spring 2023.
- Wisconsin Department of Agriculture, Trade and Consumer Protection Secretary Romanski visited campus to announce NTC as a recipient of \$250,000 in funding from Governor Evers for Meat Processing Development programming.

Advocacy

- Awarded the Government Finance Officers Association (GFOA) certificate of achievement for the 26th year, in recognition of innovative programs and contributions to the practice of government finance that exemplify outstanding financial management.
- NTC had a successful financial audit for fiscal year 2021-2022, confirming compliance with applicable laws and regulations.
- Retained Moody's Aa1 bond rating.
- No annual premium increase to employees for 2023 NTC health + drug plan.
- Awarded a \$20,000 Districts Mutual Insurance (DMI) grant for IT security improvements.
- NTC Foundation and NTC Property Foundation had successful financial audits for fiscal year 2021-2022, confirming compliance with applicable laws and regulations.
- The Financial Aid Office had a successful A-133 audit for fiscal year 2021-2022, confirming compliance with the laws and regulations that are applicable to the student financial aid programs and their administration.

- Completed Classification + Compensation Study and implemented College-wide in October 2022.
 - Beginning Compensation Management Administration.
 - Established and set-up grades in Workday based on the Classification + Compensation study.
- Completed a vacation benefit review/study and revamped the hourly vacation policy, effective July 1, 2023.
- Continue to improve our IT security posture. Recently went live with Cisco's Managed Detection and Response (MDR) service which provides 24/7 network monitoring to identify and respond to security threats. Enhanced our two-factor authentication (2FA) to protect new applications and provide additional functionality.
- We have upgraded the network switching and battery backup gear in several network closets at our Wausau and Spencer campuses.
- Technical Support provided:
 - Supported 78 special events
 - Disseminated 52 new laptops to employees
 - Replaced 219 desktop computers in classrooms
 - Closed 1,115 help desk tickets
 - Have set-up and disseminated 38 Foundation laptops to scholarship students
- Captured additional photos to support the rollout of photo gallery implementation of program pages online.
- Social Media Council creation to share top performing content and best practices.
- Continuing Education promotion through targeted emails resulted in higher open rates.
- Completed disbursement of US Department of Education's Higher Education Emergency Relief Funds (HEERF) to students impacted by COVID – approximately \$5.5 million was awarded to over 5,500 students.
- Completed the installation of infrared lighting to the HVAC units at all College owned facilities. This was a project covered under HEERF and will help reduce the transmission of viruses and bacteria.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



13th October 2022 | 7:30am to 9:30am | F107 Stem Center/Zoom

Meeting Attendees

Industry Members:

- Chris Brooks – Imperial Industries
- Natalie Olson – Imperial Industries
- Jeff Dums – Enerquip
- Tim Striebig – Enerquip
- Mark Synder – Stainless Repair
- Jeremy Brewster – Schuette Metals
- Tony Schmidt – Schuette Metals
- Andrew Hessedal – Innovative Industries
- Aaron Hoffman – D.C. Everest High School
- Jon Winter – Wausau School District

NTC Team:

- Iain Cameron – Dean
- Adam Zogata – Faculty
- Robert Leafblad – Faculty
- Heidi Latendresse – Learning Coordinator
- Chris Martin – Wisconsin Technical College System
- Susan Clark – Administrative Assistant

Welcome and Introductions

Mark Synder, Chair, welcomed everyone to the meeting and thanked them for attending.

Highlights from the previous meetings / updates

The previous meeting minutes were distributed in advance for the committee for review. There were no specific follow-ups to discuss from previous meetings.

Meeting Notes:

Iain Cameron reviewed items covered during the previous meeting which included:

- Facilitate a collaborative cultural discussion between other disciplines and NTC Welding
- Exploring a shared employer pool
- Student survey feedback was shared by Mark Synder
- Instructors will continue to visit area high schools
- Credit for Prior Learning opportunities will be explored
- Committee members can post job openings to the WTCS Handshake website
- Companies are seeing technology burnout and overload in employees
- NTC will continue to readjust and offer Lunch and Learn opportunities for students
- Make sure students have ample opportunities to practice their soft skills
- The Move to Manufacturing program is being revamped with more in-depth, short-term, offerings.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



13th October 2022 | 7:30am to 9:30am | F107 Stem Center/Zoom

Industry Discussions:

- Jeremy Brewster, Schuette Metals, stated the business is hiring. The fourth quarter of 2022 and the first quarter of 2023 are looking very busy. Several employees have moved from shop positions to the office. The main areas in need of employees are Machining, Welding, and the paint line.
- Tony Schmidt, Schuette Metals, added that the supply chain is having an adverse effect on manufacturing. Project completion is being held up by the components not being readily available. Schuette Metals is hiring.
- Andrew Hessdahl, Innovation Industries, stated that his business has the workload but is hindered by the supply chain. They are concentrating on cross-training in the shop. They have hired some younger employees who are working out well.
- Tim Streibig, Enerquip, stated his company is a bit slow right now but quoting is very high so the future is looking very good. Enerquip is partnering with a company to add robots and AI. They have ordered two new machines that will run lights-out machining. Their fourth quarter is also excellent. The focus going forward is on technology.
- Natalie Olson, Imperial Industry, has seen a lot of internal position movement. Employees are changing work areas or moving to an office position. They are revamping their training program to target some basic training for individuals who have never been on a manufacturing floor. Imperial is very busy with orders booking in 2024.
- Chris Brooks, Imperial Industry, agreed that it has been a struggle to get tanks to the customer due to a customer's timeline being pushed back or on hold.
- Mark Synder, Stainless and Repair, stated his company builds fire trucks, dump trucks, and milk trucks as well as doing special fabrication. Stainless and Repair is looking to hire 3-5 people each month up to the end of the year to fill orders. There is work but project components are hard to get. Mark added the company's success depends on hiring good employees and treating those employees well.
- Jon Winter, Wausau School District, informed the committee that they have very solid enrollments with approximately 50 students enrolled in their welding classes and 90 students in Metals 1 with an additional 130 students in Metals 2. The two Wausau High Schools run very similar programs. Wausau West High School currently has 48 students in Fabrication 1 and 42 in Fabrication 2.
- Aaron Hoffman, D.C. Everest High School stated that everything is going extremely well with their technical education classes and their new instructor Steve Kmosena. The student-run company called DCE Enterprises is very busy. They are seeing more girls involved with the student business. The Youth Apprenticeship program has eight students placed with area manufacturing businesses. The students loved the Heavy Metal Tour and mentioned that they especially liked the hands-on component. Robotics was of special interest to the students. Students also commented on how modern the NTC Campus looked during their tour.

Skill and knowledge needs:

- Employers would appreciate if students could have the soft skills needed to excel in the workplace.
- Students should be made aware that employers value a strong work ethic which will help an employee stay employed and excel a company.
- Employers realize that a family-like environment has a large influence on the success of a new employee.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



13th October 2022 | 7:30am to 9:30am | F107 Stem Center/Zoom

- The mentorship and youth apprenticeship programs are providing quality employees for our area businesses. These students are excited to come to work.
- Companies should hire more part-time high school students to acclimate them to a work environment.
- The Youth Apprenticeship program has incorporated an Employability Skilled Certification which has integrated soft skills into the student's portfolio.
- Students need to know that time management and accountability are important.
- Natalie Olson, from Imperial, mentioned that the students from the NTC Welding program are usually hired due to their experience and abilities. She stated that we are producing an employee that is well equipped for the industry.
- It was mentioned that the WTCS system does offer a Supply Chain Management degree at several technical colleges. Chris Martin informed the committee that ten of the 16 technical colleges offer a Supply Chain Management
- Employers voiced the opinion that if classes could be offered two or three days a week with students working for an employer the rest of the workweek, that would be beneficial in helping individuals get used to working a 40-hour week.

Instructional Area / Program Updates

- Program Enrollment:
 - In Antigo, we have 6 flex and 6 high school academy students
 - The Phillips Campus has 21 students in the high school academy and 6-night, flex lab, students.
 - The Wausau Campus has e 10 associate degree students and 32 technical degree students
 - Wausau has approximately 30 students in the flex lab made up of 10 non-program students
 - We have 72 program students in Wausau
 - Totals 91 welding students and approximately 121 students with non-program students
- Program Update:
 - Darren Wild passed away due to an illness and our new welding faculty member is Jesse Richardson.
 - We have restructured the Welding flex classes to run on a rotating basis with certain processes offered in certain semesters.
 - Our spring advisory meeting will have specifics on the restructuring of technical diplomas.
 - The Machine Tool and Auto programs will undergo some restructuring.
 - Our Welding program is offering our full welding program through the flex lab.
- Heavy Metal Update:
 - Committee members shared feedback on the Heavy Metal Tour. Members felt it was well received by students who were excited to have this opportunity this year after two years of missing the event. A few things were mentioned regarding the event such as:
 - Organizers should consider making this a two-day event due to the amount of content
 - Consider doing having an event for the sophomores and freshman who missed this event the past two years due to Covid.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



13th October 2022 | 7:30am to 9:30am | F107 Stem Center/Zoom

- The availability of buses and drivers is a constant struggle. It would be good to involve the bussing companies on the initial planning.
 - Logistics should be reviewed and made available to all the parties involved. The high school coordinators should have the most recent information.
 - Having different colored shirts for the tour guides and the students is preferred since it makes the tour guides much more identifiable.
 - If the schools could provide the lunches, that would be great cost savings for the event. If possible, the students should be fed lunch before going on the tour of NTC.
 - Parents have a huge influence on students so having more parents on this tour would be beneficial.
 - The students felt the tour of NTC was rushed and they would have liked more time to look around NTC.
 - Mark Synder will be taking feedback on the Heavy Metal Tour CWIMA.
- Facilities and equipment:
 - The new Industry 4.0 Smart Lab is now open. Iain gave an overview of what is incorporated in the new lab. The lab shows the autonomous connectivity between equipment. It includes robotic equipment and a lights-out manufacturing line. The students can work together, cross-functionally, to operate the manufacturing line which can run 24/7 without human interaction.
 - The ribbon cutting is set for October 18, 2022.
- Recruiting Events
 - Members felt that Career Fairs are important in recruiting students and should be held in the spring at each of the area high schools.
 - Aaron Hoffman mentioned that the Wausau High Schools are open to having industry speakers visiting their high school classes.
 - Aaron Hoffman stated that he recently surveyed eighth graders asking them what influences them in their decision-making, and students stated that their experiences influence them the most.

Program and Curriculum Modification Discussion

There were no curriculum modifications for the Welding Fabrication & Robotics degree programs.

NTC College-Wide Updates

The committee was provided a PowerPoint highlighting our College-Wide updates.

Next Meeting Details and Suggestions

We will decide on the date and format for the spring meeting and inform the committee at a later date. Tentatively, we are looking at the middle of April for the next advisory meeting. We will let you know what the protocols are for the meeting whether in person or virtual, depending on the situation at the time. Committee members were asked to provide feedback on the NTC Connect format that was used for this meeting.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



13th October 2022 | 7:30am to 9:30am | F107 Stem Center/Zoom

Contact Details –

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Jesse Richardson

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Susan Clark

Administrative Assistant, School of Engineering and Advanced Manufacturing
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Meeting Attendees

- Kris Hankison- Oakview Veterinary Medical Center
- Renee Shriner- - Athens Veterinary Clinic
- Jan Dietrich- Athens Veterinary Clinic
- Russ Smolke- Midwest Veterinary Supply
- Rebecca Myszka- Wisconsin Valley Veterinary Services
- Heather Schlessner- UW extension
- Patty Bretl- Metro and Wittenberg Veterinary Clinic

NTC Team

- Dr. Greg Cisewski- Dean
- Bobbi Lee- Learning Coordinator
- McKenna Dassow- Student Success Assistant/ CSR
- Dr. Elizabeth Hillebrand- College Veterinarian
- Sarah Steger- Program Director & Faculty
- Nicole Cruise- Instructional Assistant & Student Club Advisor
- Karlee Westrich- 1st semester Vet Tech Student & SCNAVTA member

Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

Facilities & Equipment Update

- There will be a walk-through visit on Thursday, October 20th with our facilities department regarding the projects that must be completed prior to our accreditation visit in January 2023.
- NTC would like to host an open house event for the advisory committee. During this, we would like input as to what we may be missing to complete our mock- clinic setup. We will not be doing a public open house at this time due to the building not being finished.
 - McKenna to send Doodle poll for potential dates of the Advisory Open House event. Weekends or evenings preferred.

Instructional/ Program Discussion

- Students enroll through petition. 22 students have enrolled for Spring 2023 start currently. HESI exam will be a few weeks after. Max enrollment is 24 students.
- Current enrollment consists of: first cohort- 9 students projected for graduation in Spring 2023, 2nd cohort- 6 students projected for graduation in Summer 2023, 3rd cohort- 11 students projected for graduation in Spring 2024. There are currently 23 students taking our prerequisite classes.
- Accreditation visit will take place in-person on January 25th & 26th. Results will be released in Spring meeting.
- We currently have 6 students in our internship portion. Students are required by the AVMA to have a minimum of 240 in-clinic hours completed. The feedback received with these students have been



generally positive, although some clinics stated they would like an internship later in the program to allow students the use of future material. The internship gives students an insight on an operating clinic and the knowledge and skills it takes to run smoothly.

- The faculty is currently working on program modifications. There was a discussion regarding a split internship. The first internship portion would be completed after 2nd semester and have a focus on vet assisting skills, client communication, basic lab diagnostics, and animal restraint. The second portion would be completed during their final semester and have a focus on surgical skills, animal nursing, and anesthesia. Each portion would be 120 hours. Advisory committee agreed that they believe the split internship would be more beneficial for the students as it allows more focus on certain topics such as client communication, confidence, and leadership which are all large portions of the career. Rebecca stated that when Globe first started that they required students to shadow at a clinic for 2-4 hours in order to apply to the program. Sarah stated she liked the condition of having that clinic time prior to the application process and would discuss more with faculty and the enrollment team.
- Sarah mentioned that she would like to start a Vet Tech only scholarship and was looking for recommendations about eligibility as well as contributions for students. Kris asked if other tech schools were doing eligibility off merit or income based. Sarah stated she would look into other tech school scholarships. Sarah L mentioned we could do one for the beginning students to help with cost and one later on for outstanding who may need financial help with the VTNE. NTC will organize having information available during the Advisory open house.
 - Greg to organize NTC Foundation to attend the Advisory Open House.

Student Club

- Nicole has an event planned each month. Events such as helping with vaccine clinics, touring REGI, volunteering for community and school events, and field trips are all things that have been completed so far. SCNAVTA even held a fundraiser to purchase a VTNE prep course for the students. In November they will be partnering with NTC's Criminal Justice program for a fundraising event with proceeds going to purchase vests for the K-9 dogs.
- Karlee stated she liked the appreciation night as it was nice to show family and friends what they are working on and where they go to school. She also commented on how helpful it's been visiting the local Humane Society for the hands-on experience.

Industry Trends

- Kris stated when looking at their clinic they are struggling with getting DVMs and CVTs. Advisory committee agreed that their clinics as well were struggling to find workers.
- Dr. Elizabeth stated NTC is currently looking for adjuncts and DVMs to help out with the program. Adjunct classes can be flexible to work with the potential instructor.
-

Future Meeting Date & Time

- March 29th, 7am- 8:30am via Zoom
- Include College Initiatives for future meeting.

EMS/Paramedic Advisory Committee Meeting Minutes

Date: 10/20/2022

Time: 5:30 p.m. – 7:30 p.m.

Location: Room D168 and Zoom

Attendees

Industry Members:

- Linda Vollmar, City of Antigo Fire Dept
- Jim Schmidt, Central Fire and EMS
- Pat Trinko, Shawano Ambulance
- Don Kimlicka, Regional EMS Coordinator
- Christina Wimmer, Medical Examiner's Office, Marathon County
- Charlie Kotke, Aspirus Medivac
- Dr. Daniel Judd, Aspirus Wausau Hospital

NTC Team:

- Shane Heilman, Dean, Public Safety & Community Services
- Paul Strehlow, Assoc Dean, Public Safety & Community Services
- Will Isham, EMS Program Director
- John Connor, Paramedic Program Director
- Paul Scheffler, EMS Faculty
- Allen Photopoulos, EMS Faculty
- MiaGer Moua, Academic Advisor
- Patricia Hornung, Admin Public Safety & Community Services

Other:

- Donna Schmidt

Welcome & Introductions

Shane Heilmann, Dean of Public Safety and Community Services at Northcentral Technical College (NTC) welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and highlights from last Meeting

Meeting called to order by Chairperson Linda Vollmar at 5:30pm. Motion made by Jim Schmidt to approve the minutes from April 28, 2022 and seconded by Will Isham. Motion carried.

College-Wide Initiatives

Shane Heilmann, Dean of Public Safety and Community Services gave an overview of the NTC College Updates Fall 2022 Advisory Committees PowerPoint.

Instructional Area/Program

EMS Program Director, Will Isham provided program updates. Will referred to a meeting that was held on 10/14/22 and spoke of the outcome regarding a vote on curriculum changes for EMR/EMT. The vote was in favor of the EMT class becoming a six-credit class and subsequently will add 36 hours to the program. The course will be split into 2 classes. One class will have 2 credits and the other will have 4 credits. The additional 36 hours will be added onto part 2. Will spoke of the benefits of the change.

Will spoke of the current ACLS requirement for AEMT recertification and the current process that it is in. He also gave information regarding the EMR class being recognized as a 72hr class. Will informed that refresher classes are currently being scheduled through the School of Public Safety. However, there is discussion about having the scheduling of the refresher classes being moved to Workforce Development.

Question was asked regarding the additional need for EMS help from assistants and adjuncts and whether it was a possibility to have open labs on Saturdays and was addressed by Will Isham.

Legislate Updates AEMT and ACLS Waiver

Regional EMS Coordinator, Donald Kimlicka spoke of the ACLS for Advanced EMT. The rule rewrite has been completed and needs to go through the legislation. The anticipated completion date is by the end of the year.

Donald gave information regarding the finalization of the electronic version of the operational plan for E-Licensing. Everything will be going electronic and there will be a request for services to do their operational platform all over electronically, to include attaching all documents. Donald spoke of the education requirements for EMS providers in Wisconsin, the process at the State level, the Physicians Advisory Council's role, and the responsibility of the Technical College to review and update curriculum.

Donald informed that the Town Hall Meeting will be on Tuesday 10/25/22 at 3:00pm to include an agenda item regarding Medicaid GEMT services.

John Connor asked when the state EMS license renewal will be opening up. Donald Kimlicka gave information regarding the renewal process.

CAAHEP Standard III.C>W Curriculum

Paramedic Program Director, John Connor spoke on the endorsement of the program minimum requirements and a change that will mandate preceptor training.

John reviewed a CoAEMSP Power Point with new spreadsheet that needed approval by the committee. The information presented included Student Minimum Competency, Simulation, Formative Exposure in Clinical or Field Experience, Exposure in Clinical or Field Experience/Capstone Field Internship and Total Formative & Competency Evaluations.

Motion by Linda Vollmar to approve the spreadsheet as presented and seconded by Charlie Kotke. Motion carried.

Review the Paramedic Program's Requirements with Accreditation

Paramedic Program Director, John Connor provided information on the paramedic program's requirements with Accreditation.

John received Information from the accrediting body stating the anticipated next site visit will occur somewhere between July and December of 2023 or later.

John informed that the information provided from the Graduate Survey is sent along with the annual report. The Employer Survey is important as it is used to help determine areas to add or improve on in curriculum.

John spoke of the Resources Assessment Matrix and the importance of them. He also gave information regarding student retention, informing it is something that's looked at by the accrediting body and the annual report.

Will gave information on how the current course is laid out and the changes made that should result with everyone coming into the Paramedic Program with a good knowledge of EMT.

Will stated that students don't realize how much clinical time is needed and how much time they have to commit outside of their workforce jobs. With that in mind, a paramedic orientation course has been developed and will become mandatory. The course will provide all the information needed to successfully complete the course and will provide resources available if help is needed.

Will spoke of the FERPA agreement and the importance of it and the benefit to the student.

Review the Program's Other Assessment Results (CAAHEP Standard III.d Resource Assessment)

Paramedic Program Director, John Connor gave information regarding clinical and field affiliation changes, stating emphasis will be put on making sure the preceptor training has been

done by the service. John made note that when providing preceptors to students, to remember those preceptors have to have at least two years' experience at their license level.

Review Substantive Changes – Possible Changes CAAHEP Standard V.E Substantive Change

Paramedic Program Director, John Connor provided information on substantive changes and provided updates on CoAEMSP/CAAHEP.

John reiterated the need for help in the labs and with capstone projects and also help with the national registry.

Facilities/Equipment

Shane Heilmann Dean of Public Safety and Community Services, gave information on capital requests for equipment to include using higher education relief funding dollars to purchase an additional 6 Pro I Simulators. Shane commented that they are also looking at purchasing a LIFEPAK monitor. It was also noted that a new ambulance should be delivered June of 2023 and we just purchased a birthing torso and working on getting a full body mannequin.

Next meeting schedule & agenda items discussion

Next meeting will be on April 23, 2024, 5:30-7:30pm. Motion to adjourn made by John Schmidt and seconded by MaiGer Moua. Motion carried.

*Meeting was recorded

https://ntc.zoom.us/rec/share/k0K9jftgUGxH8A3Xr8v_sII5y117RPH43wkR1RYD6cGH-oOo4MwPNxocgLpgvLKx.XZF-DImkVRASJyfG

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



25th October 2022 | 7:30am to 9:30am | F113 Stem Center/Zoom

Meeting Attendees

Industry Members:

- A.J. Koch – Kocourek Automotive
- Mark Poppe – Wausau East High School
- Kent Olson – Olson Tire & Auto
- Chris Gardipee – Stewart Avenue Collision & Repair
- Jamie Boettcher – Pierce Manufacturing
- Jim Pinsonneault – Patriot Auto
- Stephanie Stanke – Woosters Garage
- Sara Guild – WATEA
- Chad Pagenkopf – D.C. Everest High School
- Jerry Brickner – Brickner Family Auto Group
- Aaron Hoffman – D.C. Everest High School
- Jon Winter – Wausau School District

NTC Team:

- Iain Cameron – Dean
- Matt Klug – Faculty
- Randy Wesenick – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

Welcome

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending.

Highlights from the previous meeting

The previous meeting minutes were distributed in advance for the committee to review. The following items were shared with the committee as highlights from that meeting:

- Discussion about updating tool kits to contain more pneumatic tools.
- More technology offerings with industry partners. Ray Bikowski from Snap-On offered to be involved.
- Explore the use of the ASE app for students to obtain additional training for their portfolio.
- Reach out to Brad Pellman, National Institute of Auto Service, to see what information we could incorporate into our program from them.
- We should explore content, structure, and apprenticeship in our program to make it more modular.
- The Team will present a revised Auto curriculum at the spring advisory meeting.
- Handshake website information for job opening postings will be shared with the committee.
- Overall discussion on manufacturing culture between advisory committees' members and industry.
- There was a discussion on the technology burnout and overload issue with employees.
- There is a need to make sure virtual learning and flexibility are built into our course offerings.

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



25th October 2022 | 7:30am to 9:30am | F113 Stem Center/Zoom

- Promoting Lunch and Learns with Industry partners
- Iain will put together the info on articulation agreements to share with the committees.
- Industry members felt it is important to strengthen student soft skills.

Industry Discussions

- Jim Pinsonneault, Patriot Auto, stated that his business is doing well. Availability of materials and supply chain issues is the hardest thing right now.
- Chris Gardipee, Stewart Avenue Collision & Repair, stated he agrees that the supply chain is an issue. Also, insurance companies are not in line with what it costs to do a certain job.
- Kent Olson, Olson Tire & Auto, we must educate the public on what the cost of repairs on their vehicle will be. There is also a battle about who has the right to repair on certain vehicles. He suggested that maybe we invite insurance representatives along with students and parents and have a forum to try and educate the public.
- Jerry Brickner, Brickner Automotive, shared that the next large expense will be the cost of electric cars and charging stations. It takes approximately 10-12 hours to charge a vehicle. The cost for charging stations could be hundreds of dollars up to 1.5 million. The faster charging stations coming at a huge cost.
- Jamie Boettcher, Pierce, agreed that educating the public and insurance companies on costs is important. The way to do this is through documentation in support of the job that needs to be done.
- Stephanie Stanke, Woosters Garage, Steph mentioned that possibly working together as providers in the area would be beneficial so that customers see some consistency between shops. It was mentioned that there should be more sharing of information between shops.
- Sara Guild, WATEA, agreed with other committee members that repairs are more challenging than in the past. Technology in vehicles has increased the cost of maintenance. We need to change the perception of what is included in servicing a vehicle. We need more information to the customer on what their vehicle diagnostics will cost. It was suggested that even an informational video would be beneficial.
- Mark Poppe, Wausau School District, shared that the high school offers a Basic Car Care class and it would be an opportunity for business partners to come in and educate the public on car repair costs.

It was suggested that we should consider inviting shop owners, insurance representatives, students, and parents to a forum to educate the public. Iain agreed with committee members that we may need to do an event that reinforces the complexity of automotive technology. Kent Olson stated that it would be possible to have donations for an event such as this.

Randy gave an overview of what makes a student into a technician for an area business. Committee members shared that they felt this program should give students the basics of the industry and then the students should pursue more specific areas during their employment.

Committee discussed pay ranges and paying flat rate or straight rates.

Enrollment and Program Update

Current enrollments are:

- 9 students in first semester classes

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



25th October 2022 | 7:30am to 9:30am | F113 Stem Center/Zoom

- 9 students in third-semester classes
- 12 students in flex sections

Randy and Matt shared that student input on the Auto program. The students like having an overall view of all the areas of automotive repair. This has been a good recruiting point to get students interested in the program and increase retention. Stephanie Stanke added that instructors need to make sure students are proficient in the skills they are being graded on.

There will be an ASE Recertification Meeting on Tuesday, November 1, 2022. Iain thanked A.J. Koch for his help with the work that went into getting ready for this ASE meeting.

Program Modifications

There will be no program modifications for the Automotive Maintenance and Light Repair Technical Diploma or the Automotive Technology Associate Degree. The Auto Technician program will have the following changes:

- Applied Math will be removed from the first-semester requirements
- Cents and Sensibility will be removed from the fourth-semester requirements

The Advisory Committee unanimously agreed with these changes.

Iain stressed that the program will be restructured to be more modular. We want the two-year associate degree to have more flexibility to increase student success. We have had progress in restructuring some of our other programs in this way. We will offer the program in a manner that allows businesses to send employees for training while working in the industry. This allows the students to be onsite with an employer and work on their degrees. The program modifications for restructuring the program will be brought to the spring advisory meeting. It was suggested that the new program plan be brought to a WATEA meeting at one of their early spring meetings for additional feedback. The committee unanimously agreed that these changes to the program would be beneficial.

Facilities Update

One of NTC's future strategic goal is Transportation 4.0 which will incorporate new equipment and advanced technology. More information will be shared at a later date.

Recruitment Events

- The committee discussed community training events including the public and insurance representatives.
- Instructors told the committee that they felt that there is a need to have more businesses come into NTC to talk to students. It was suggested that a different business come in weekly to talk with students. Kent volunteered to come in and talk to students. Mark Poppe and Chad Pagenkopf added that the high schools would also welcome any technicians to visit their classes.
- Businesses also have the opportunity to attend the Auto Awareness classes at the high schools.
- Jerry Brickner mentioned the Auto Career Night will be held on Tuesday, January 17th with a snow date of Tuesday, January 24th. All businesses are welcome to participate and can contact Sara Guild for more information. Vendors are encouraged to have hands-on activities which will engage students to talk with vendors. This event will be held at Brickner's of Wausau.

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



25th October 2022 | 7:30am to 9:30am | F113 Stem Center/Zoom

NTC College-Wide Updates

The committee was sent a PowerPoint showing the College-Wide Updates.

Next Meeting Details

Tentatively, we are looking at the middle of April 2023 for the next advisory meeting. We will decide on the date and format for the spring meeting and inform the committee at a later date.

Contact Details –

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Susan Clark

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Culinary Arts Advisory Committee Meeting Minutes

Date: 10/25/2022

Time: 2:00 p.m. – 3:30 p.m.

Location: Spoons

Attendees

Industry Members:

- Carlie Peterson – Ugly Mug
- Olivia Telschow – Helene's Hilltop Orchard
- Charlie Gray – Culver's of Wausau
- Liz Moens -Culver's of Wausau

NTC Team:

- Lisa Peterson – Associate Dean, Business, School of Business
- Brock Decker – Faculty, Culinary Arts
- Travis Teska – Faculty, Culinary Arts
- Jonathan Reinke - Faculty, Culinary Arts
- Lynn Moses – Administrative Assistant, School of Business

Welcome

Lisa welcomed everyone and thanked them for attending the meeting. Lisa explained that Brad was unable to join us for the Economic Update presentation he was going to give, but we will email the link to the clip of his presentation to the committee

Update and highlights from last Meeting (05.16.22)

College-Wide Initiatives

We did not have time to go over the College-Wide Initiatives so the slide show is embedded here for members to view.



Advisory Committee
PowerPoint Fall 2022

Continuing Education/Workforce Training & Professional Development

Please see the embedded Economic update by Dr. Brad Gast. It is very informative.



**Regional Economic
Update Fall 2022, Br**

Instructional Area/Program

- **Industry Trends**

- Olivia Telschow – Supply chain issues seem to be improving over the winter. The costs have gone up considerably. She’s currently re-evaluating her staffing benefits and payroll. She’s curious as to whether graduates are finding career within industry.
- Charlie Gray – Agreed with Olivia regarding supply chain issues improving. Additionally, their costs have grown tremendously. Liz has restructured their pay scales to retain existing staff. With the upward pressure for costs (wages, supplies, etc.) their bottom line is underperforming. They have increased the cost on some of their proteins (Fish, Shrimp). In addition, they are looking at prices for all menu items, including kid’s meals and custard. Liz concurred, stating that understanding expectations on both sides (employer/employee) is challenging. It’s been difficult to keep staff motivated. They are continually reviewing and revising recruiting and retention strategies.
- Chef Brock shared that what is being felt in industry, is also being felt in the classroom. Many of the challenges discussed during the industry trends are similar: identifying expectations, communication skills, supply chain issues, rising costs, etc. The role of an instructor isn’t that much different than the role of a manager. He shared there are no perfect solutions and that the faculty fully appreciate the struggles industry is facing.

- **Program Information**

- **Enrollment** – There are 18 people accepted into the program for the fall semester. Its too early in the process to know how many will be enrolled in the program, so there will be a more accurate update in the fall. The max they can go up to is 24 students. Each cohort can have 12. More than that, they would need to hire another instructor.
- **Program Update**
 - Lisa Peterson – Explained that the NTC Culinary Department in partnership with the Northcentral Wisconsin Workforce Development Board, will be conducting a short-term training program specifically in the culinary field as it was one of the hardest hit during Covid. This will be called the Culinary Workforce Training Program (Diploma Program). The program is for underserved members of the community, people who are looking for employment, people who are looking for a fresh start or to career changes in the Wausau and surrounding areas.

- Chef Jon - The 3 -week training “boot camp” will address the people who tend to work for a week or two and then quit often because they weren’t prepared for the what the job entailed. The program would offer training in a realistic environment in terms of what they would find if they were employed in a restaurant. Ideally the students would then move to an internship/apprenticeship type situation where they are working on-site with job coaches, then come back to the Culinary Department on Fridays to discuss what issues they are facing and to address those. Components of the program include:
 - Basic Sanitation - which is a requirement of the grant. They will offer ServSafe for which the students will get a certificate. This is a basic certification not the ServeSafe Manager’s Certification
 - Introduction to Professional Cooking –
 - Introduction to Customer Service and Service Operations –
 - Internship
 - Life Skills – being to work on time, having a clean uniform, basic hygiene, how to balance a checkbook, etc.
 - Thriving in a restaurant – understanding that “loving to cook at home” is very different from cooking/working in a restaurant. The goal is to help the students thrive in an environment they may not be used to so they don’t quit after 2 weeks.
 - If students who make it through the short program decide they want to pursue a Culinary Arts Associates Degree, they will have 4 or 5 credits already completed toward the course.
 - Part of the program is making good employees, but also that it leads to more enrollment in the program.
 - Charlie asked if the school was having problems with enrollment. Travis said it has come back pretty well since Covid and they do have a waiting list already for next year.
 - Lisa said that there is quite a bit of attrition in the program, but reminded the committee that the goal of the grant is employment. The two main components are:
 - The 3 week boot camp
 - 5 additional ongoing Friday, mentoring, coaching, and practicing back at NTC with coach Jon during the internship phase to help them overcome some of the issues they may be having in the workforce and addressing them before the employee wants to quit or gets fired.
 - Olivia asked how long the program was going to be. Chef Jon said 8 weeks, but Lisa also mentioned that the employees in the program will also have ongoing services with other agencies they are working with.

- Elsa also mentioned this could be for people who are already working but may need some more skills or assistant to keep their job.
- Chef Jon asked if the advisory committee thought this was a good idea and if it would be helpful to them as business/restaurant owners. Chef Travis asked about what else they were missing in the program for entry level workers.
 - Liz mentioned that personal responsibility and basic hygiene are some areas that are a struggle with the employees. Not understanding they need to call in when they are going to be absent, uniform needs to be clean. Basic common sense.
 - Carlie said this program might really help with the personal responsibility issues as they could be addressed with the instructors and the students might be more receptive to hearing the feedback from the instructors rather than the employer until they understand the culture better.
 - Lisa reiterated a big part of the program is the internship piece so that the students can have the hands-on experience in addition to the in-class instruction.
 - Liz also brought up the problem since COVID of people not recognizing the concept of working as a team. They are quick to quit if things don't work out the way they want because they say they know that they can get another job easily. Liz says some of them do come back because they realize it's not always better at another employer.
 - Olivia likes the Sanitation part of the program even for older workers returning to the workforce, because they need a reminder about proper safety skills.
 - Lisa asked the committee if they were supportive of this program
 - The advisory committee is supportive of this program
 - Other notes: the program will run cohort groups of 8 and will begin in June. Elsa from Northcentral Wisconsin Workforce Development Board (NCWWDB) said they would play a large role in helping find the restaurant internship sites.
 - Charlie asked how they were going to market the program
 - Elsa said they oversee the job centers in their area so have an extensive list of potential employers, they will work with the Salvation Army, DVR and other agencies.
 - They are going to go to the restaurants first to try to save employees who are already working, but might benefit from the program to help them keep their job.

- Lisa – if the program can achieve the grant outcomes of employment the program may be eligible for more funding in the future to keep it going.
- Lisa introduced the Meat Processing Training Program (Internal Certificate Program). A couple of months ago Gov. Evers announced a \$5 million investment in developing meat processing training programs. NTC is one of 9 colleges in Wisconsin who are taking a part of this program. The Culinary Department is currently working on developing the curriculum. The state is funding the development of a cold lab and 3 mobile harvesting units.
- Chef Travis explained the program further. There are not enough processing units to handle the current need. Some processing facilities are 6 months to a year out before they can take a new customer to get their meat processed. They are looking for people who might want to make a career out of this. Some farmers in Madison have signed up to take the program as it will save them some money to do their own processing and they can make some money on the other end selling the meat and products. The 12-credit / 9 months program will consist of:
 - Training on how to properly slaughter the animal in an inspected setting so that they can sell it.
 - Teaching the butchering techniques for retail, wholesale and value-added products like beef sticks/snacks, etc.
 - Working with the state on the harvesting trailers. There are 3 that the colleges will be sharing.
 - Students going to local farms to learn how to butcher the harvest at the farm
 - Students learning how to operate small scale versions of meat processing equipment within the cold lab setting, so if they go to work for a larger company, they will know how to use their larger equipment.
 - Exposing the students to the idea of starting their own meat processing business.
- They are currently designing the cold lab now. They met with the meat inspector. They don't need a state license if they don't sell the meat outside of the building, if they did, they would need an inspector there every time they cut up meat. They still want to teach like they are being inspected so they are giving the students the skills they will need for the workforce.
- The plan is to start the program in the Fall of 2023. They will be ordering the equipment in the next couple of months. Grant will pay for all of the equipment. Tuition is also covered for students by the grant, but they have no idea how long that will last.
- Because the course will show the entire butchering process, including the death of the animal, Lisa mentioned forming some sort of collaboration with public safety so that people involved have some firearm training. The students will not be

dispatching the animals themselves. Some schools are choosing to start the program after the animals' fur has been removed. The Culinary program at NTC felt that was not a good idea and that it is better for the students to see the whole process.

- They have found an adjunct professor who owns his own butchering lab and has 40 years of experience butchering. He has his Master Meat Certification as well.
 - There will be an ad hoc advisory committee formed to help respond to curriculum proposals. Eventually 1 or 2 of those people will join the Culinary Arts Advisory Committee.
- Lisa introduced the 3rd project run by Chef Brock. This is a new associates degree program in Hospitality Management. 8 months ago, the Dean of the Business Division, Dr. Breuckman, was having a discussion with a fellow Chamber Member and they were discussing the problems in the hospitality world. Everything from restaurants, hotels, resorts, golf courses, country clubs, etc. One problem is employers are having difficulty retaining employees. They can't hire people without any experience they need people with professional skills and they can't wait 2 years for someone to finish a 2-year program in hospitality. They will be addressing the problem of needing people in the workforce now. The program will be a hybrid – internship/online course. The program is 2 years long, but students will start in the internships while going to school.
- Students will be interning in the hospitality field while simultaneously taking online courses as well.
 - The goal is for the on-the-job training and the ease of attending classes online, to create a situation where the student would have a “hook” to want to stay and work in the local market after graduation. Ideally, this would also encourage local businesses to provide the internships.
 - They have the ok from the state to develop the course. They have received great feedback from local hospitality leaders in the area which is giving the team some great information about the skills they need to be teaching.
 - The program will have its own advisory, similar to this Culinary Advisory Committee.
 - They are also working to make the program transferrable for students who may want to continue their education to obtain a 4-year degree.
 - Liz mentioned that they have had some luck with an apprenticeship program through the high schools.
 - When the Culinary Department did some initial meetings with hospitality leaders, they learned that there was very little desire for a 4-year degree in hospitality in our local area. Larger areas such as Madison may have more of a need for someone with a 4-year degree because of the level of complexity that may accompany a more expensive property, but in the local area here, businesses are more willing to do training.
 - Olivia asked about how they would approach teaching technology in the program. Chef Brock said they have to be careful because there are so many different types of software that are different. Most of the training in technology would probably be

on the job. Lisa mentioned it might be good to have the students do a rotation of employers during their internships so they are exposed to different types of technology during the program. The team isn't sure if the businesses would be open to the rotation of the students.

- There was also some discussion of the importance of communication and professionalism in the workplace and how it is lacking. People don't know how to write a 2-week notice. The team is hopeful that by working in the internship while going to school, this will not only be taught and demonstrated, but reinforced at the workplace.

Other items

Next meeting schedule & agenda items discussion

Next Meeting will be on April 11th, 2023 at 2:00 – 3:30 in Spoons



Date: October 25th, 2022

Time: 11:30pm- 1:00pm

Location: Zoom & Utility Building

Meeting Attendees

- Steve Willhite, Wisconsin Public Service
- Don Bohlin, Wisconsin Public Service
- Nick Webber, IBEW Local 953
- Kelly Zagrzebski, Wisconsin Public Service
- Kevin Kurtzweil, Central WI Electric Co-op

NTC Team

- Greg Cisewski, Dean
- Marc Cegielski, Electrical Power Distribution Faculty
- McKenna Dassow, Student Success Assistant/ CSR
- Bobbi Lee, Learning Coordinator

Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

College Wide Initiatives & Events

- A PowerPoint presentation was shared with the committee.
- There is a new updated virtual tour available, Electric Power Distribution is not available on tour. NTC offers new programs such as Diesel Tech Apprenticeship, Liberal Arts Associate of Arts, Liberal Arts Associate of Science, and Garden to Market Specialist. Facility updates include combining Business and General Education areas, moving the Alternative High School into the Center for Business and Industry, and the Smart Manufacturing Lab and Veterinary Technical Lab have both been completed.
- Build Your Future was very successful with a little over 800 high schoolers attending. Although it was cold and rainy, people still had fun and it was great to get people back out to the farm after Covid. There were a lot of hands-on experiences available for students to engage with. Greg is hoping to do this again next year with more hands-on displays for the students to engage with or have the students for a shorter duration of time. There was also a comment about having tour guides or giving the students punch cards to motivate them to visit each tent. Don mentioned for future reference that they have access to the Wisconsin's Utility Consortium Trailer, but would need enough notice for training. The goal is to bring mainly sophomore students to give them more information regarding 2-year programs rather than are available to them.

Facilities & Equipment Update



Date: October 25th, 2022

Time: 11:30pm- 1:00pm

Location: Zoom & Utility Building

- Donations from companies attending Build Your Future consist of sheds and concrete slabs for them to sit on. The sheds will be used for EPDP- Gas Utility field training.
- Marc stated he quickly went through his budget due to equipment breaking and recertification regulations.

Instructional/ Program Discussion

- Current enrollment is 13 students, with 1 student having an injury and unable to complete field training. We will be changing the way we take in students, instead of first to apply getting a spot, students must enroll to secure their spot in the program.
- There are no current program modifications from Marc. CDL requirements have changed. NTC took the 10-credit course down to 9 credits by not requiring the Commercial Learners Permit Prep. This aspect will be an expectation of the students prior to class.

Student Club

- EPDP Student Club started in September. The main goal for starting this club was to volunteer for Light Up Navajo. They must be a club in order to be insured by the school for the travel. Marc is hoping this becomes an annual project and would like to go in the first few weeks of May. The cost for the club will include lodging, meals, and travel to and from. There will be a fundraising event selling Kwik Trip Car Wash gift cards, the goal is still to be determined. Each crew will have a foreman to help assist with directions and the language barrier.
- There are some companies that are sending workers on this project. Advisory members stated they can help promote the fundraiser when the goal has been set.
 - McKenna to share Navajo volunteer information with Advisory Committee.
 - EPDP Club to set fundraiser goal.

Industry Trends

- Equipment and materials are on back order due to shortage. The building industry hasn't slowed down, meaning there are a lot of projects needing to be completed
- Solar work is in very high demand. About 4% of solar work has been completed, 8% is currently in progress, the rest still needs to be started.
- Missouri Valley has a directional drill program that lasts a couple of weeks. It will get transported around technical colleges to allow students the opportunity of using a drill.

Future Meeting Date & Time

- Next meeting April 4th, 11:30am with current students attending.
 - McKenna to schedule meeting.

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology



1st November 2022 | 3:00pm to 5:00pm | F113 Stem Center/Zoom

Meeting Attendees

Industry Members:

- Paul Swanborg – Ryan Manufacturing;
- Kevin Woolsey – Crystal Finishing
- Jason Witzling – Woods Manufacturing
- Ashley Witzling – Christian Hansen Labs

NTC Team:

- Tim Fetting – Associate Dean
- Heidi Latendresse – Learning Coordinator
- Travis Allen – Faculty
- Susan Clark – Administrative Assistant

Welcome and Introductions

Kevin Woosley, Chairman, welcomed everyone to the meeting and thanked them for attending.

Previous Meeting Information and Updates

The previous meeting minutes were distributed in advance for the committee to review. Kevin provided highlights from the previous meeting which included the following:

- There was a discussion on the state of business across sectors.
- Stainless Steel costs were increasing drastically and corrugated material was harder to find.
- Companies are adding automation to make up for the worker shortage.
- MindTrekks is set for April 8th and 9th.
- Companies are trying to upscale existing personnel.
- Youth Apprenticeship opportunities were discussed.
- Approval for the Smart Manufacturing degree is on track for final approval.
- Discussion of Industry 4.0 and the related grant along with committee approval to move forward.
- The Quality Technical Diploma which is embedded in the associate degree as initially been approved by the college.

Industry Trends

- Kevin Woosley, Crystal Finishing, gave an update on the business and stated that they currently have about 150 openings. His business has not felt the aluminum supply issues but the paint area has been challenging with obtaining resins. There is an unexpected issue with a paint provider who is having manufacturing facilities problems due to the availability of skilled workers. We are considering finding another vendor. They have increased their starting wage to attract employees. Crystal Finishing has approximately 150 openings. Orders are down at the moment but the owner, Mark Mathie, is exploring other avenues of revenue. Kevin mentioned that he is a very resourceful owner. Kevin has heard that some regional employers are having layoffs.

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology



1st November 2022 | 3:00pm to 5:00pm | F113 Stem Center/Zoom

- Kevin asked if NTC has reached out to Footlocker to see if Workforce Training and Professional Development may have an option such as Move to Manufacturing for these displaced workers.
- Paul Swanborg, Ryan Manufacturing, said his company has shown no loss of business. Their Pennsylvania plant is booking out two years due to shortages of workers. Materials have started to become readily available. The labor outlook at Ryan is very good and steady. They have changed their 10-hour days back to 8 hours. Things are trending steadily but we will see what happens in the first quarter of next year.
- Jason Witzling, Woods Equipment, says business has fallen off significantly since July. They are missing their sales targets by 30-40% even though this is typically their slow time. Part of this slowdown is tied to the construction market. We are burning through our backlog faster than sales are coming in. Woods is a manufacturer of heavy equipment and has been sold to a Swedish company called Epiroc. The main focus of Epiroc is mining which will align well with Woods.
- Ashley Witzling, Christian Hansen, explained that her company is involved with cultures for cheese and yogurt as well as making probiotics. The last two years have seen wild growth of 40% year over year for the last seven years. During the last six months, their business has flatlined. Customers are pushing off their orders until the first quarter of 2023. We have not hired for four months due to orders dropping. Floor jobs are staying very level but technical jobs are still open with very limited applications. They will be bringing back some jobs from their European plants. Ashley mentioned that she will be recruiting someone from the floor and ladder them into the manufacturing engineers' team to alleviate some of their workload.
- Tim mentioned that he has heard from several advisory committees that our region has a shortage of manufacturing engineers. If a student transfers to Platteville or Milwaukee, it is highly likely they will not come back to this area. It was mentioned that the engineering wages in this area are twenty-five to thirty percent lower than elsewhere. Maintenance technicians are also in demand and in short supply.
 - Tim also mentioned that Lunch and Learns are a way to get to meet the current students and let them know of any job opening that your company may have.

Program and Enrollment Discussion

- Tim shared with the committee that with us starting the Smart Manufacturing degree and that program using 18 credits from this area enrollment should increase in our current offerings.
- There is a party in Florida that would like to select a cluster of classes from this program and set up an apprenticeship.
- With our Quality Certificate, there should be enrollment from the high schools for dual credit.
- For students that are working full-time, there is an issue with trying to complete projects that use information from a manufacturing floor. If we could setup a list of companies with a contact person for the manufacturing side and the safety side that students could contact for

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology



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information to incorporate into their coursework.

- Our completion numbers are up due to certificate completions. We will start to see dual-credit enrollment in the certificate. Attendance has been fine with some classes reverting to pre-pandemic status. Current Enrollments are:
 - 54 students enrolled in MET-SET programs for Fall 2021
 - 42 students enrolled in Manufacturing Engineering
- Travis will send out an email to companies to start gathering this type of contact information for a master list.
 - Paul Swanborg asked that Travis include the skill sets needed.

Curriculum Modifications

Tim informed the group that WTCS requested that programs be modified to only have 60 credits. The two programs that we offer, they are requiring 62-65 credits which are high compared to other programs at the college. There are a couple of classes that need to be restructured to better match the credit load to the course workload.

- We recommend that the following changes be made to the Manufacturing Engineering Technology program:
 - Increase Manufacturing Process Planning from 2 to 3 credits, Precision Measuring from 1 to 2 credits; Operations Management from 2 to 3 credits
 - Remove the Leading Strategically course
- We recommend that the following changes be made to the Safety Engineering Technology program:
 - Increase Spill and Response from 2 to 3 credits
 - Remove the Leading Strategically course
- THE COMMITTEE AGREED UNANIMOUSLY TO THESE CURRICULUM CHANGES.

Recruitment Discussion

- This program will grow because of its online mode of instruction and interest has been shown nationally.
- Tim asked for ideas on how to promote this program locally. Tim will get with Marketing to see what type of promotional flyer can be produced.
- Kevin added that local events since summer have been attended by large numbers of people. People are attending events again since they feel that the Covid risk is lower. Kevin felt in-person events would be preferable to increase the exposure of the program.
- We need to market to 7-12 graders with school visits.
- It was suggested that we promote to industry the idea of laddering an employee into a higher-level job through more education while they are working.
- Engineering Tomorrow which is an educational group based out of NY has been running some STEM labs here at NTC for high school students. We have 60 high school students at NTC tomorrow through this program. Any students that attend will get a tour of the facility and will get a flyer for Applied Engineering.

Digital Campaign

- The college had earmarked \$10,000 for a digital marketing campaign to promote these programs on social media programs like Instagram and Snapchat. The marketing team identified characteristics of a student

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology



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that has enrolled in these two online programs. They were able to compile metrics on a number of categories. An example is seeing which regions are producing enrollments. Marketing will share these metrics in December

Facilities Updates

- The Workforce Training and Professional Development division has moved from an adjacent building on campus to the A-Building. The building that they were using will house the Alternative High School. It was felt that the high school would be able to access NTC resources easier if they were housed on our main campus.
- The Smart Lab is 90% finished. Anyone who would like a tour, please let Tim know.

NTC College-Wide Updates

The committee was sent a PowerPoint showing the College-Wide Updates.

Next Meeting Details

The next meeting date will be Tuesday, April 25, 2023, at 3:00 pm.

NTC Contact Details –

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Sign Language Interpreting in Education Advisory Committee Meeting Minutes

Date: 11/02/22

Time: 5:00 p.m. – 6:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Kathleen Bauer – School District of Niagara
- Keith Burisek – Wisconsin Educational Services Program for the Deaf and Hard of Hearing (WESP – DHH)
- Jennifer Gleason – CESA 8
- Joleen Hunkins – Green Bay School District
- Amy Miller – Two Rivers School District
- April Thompson - Interpreter

NTC Team:

- Erin McNally – Learning Manager, School of Business
- Vicki Shapiro – Faculty
- Chanel Wettengel – Instructional Assistant
- Lynn Moses – Administrative Assistant, School of Business

Welcome & Introductions

Vicki welcomed all to the advisory committee. Erin suggested Lynn introduce herself to the group.

Update and highlights from last Meeting (11.3.2021)

The meeting minutes were reviewed and approved as submitted. No further discussion necessary.

College Wide Initiatives

- Erin presented an update on the College-wide initiatives.
- NTC President Dr. Jeannie Worden sent message thanking members of the NTC Sign Language Interpreting in Education Advisory Committee for willingness to share expertise to help keep the program content and technology current and viable in an ever-changing economy.
- Presentation of 9 members of the Board of Trustees.
 - Erin shared link to a new virtual tour that is available on the NTC website. [NTC Wausau Virtual Tour](#)

- New programs starting in 2022-2023
 - Diesel Technician Apprenticeship
 - Liberal Arts Associate of Arts
 - Liberal Arts Associate of Science
 - Garden to Market Specialist
- Proposed New Programs for 2023-2024
 - Therapeutic Massage Technical Diploma (Fall 23)
 - Hospitality Management Associate Degree (Fall 23)
 - Smart Manufacturing Associate Degree (Fall 23)
- COVID Protocol Update
 - The Executive Leadership Team continues to monitor COVID levels and spread in our area and plans to be open as normal for the fall semester.
 - No restrictions for students or employees such as wearing masks social distancing.
 - Temperature taking station and hand sanitizer are available at the entrance to the building.
 - School of Business offers options for students to take classes on-line for many programs that don't require an in-person component such as cosmetology, welding, sign language, etc.
- Facilities Updates
 - A Wing
 - Combining the School of General Studies and School of Business Learning Division areas.
 - WTPD relocated to the former General Studies area.
 - Alternative High School moved into the Center for Business and Industry.
 - workforce, training and professional development moved to A building downstairs
 - Smart Manufacturing Lab is ready.
 - Communication Technology Center of Excellence was built in H wing.
 - video production students, graphic communication students and marketing students will all use this space.
 - CNA swapped spaces with the Paramedic space between the fall and spring semester.
 - Vet Tech Building, located at the farm, was completed.
 - Currently renovating the Faculty Center for Innovation and Inclusion on the second floor of Wausau Library.
- Professional Development Opportunities – WTPD
 - Trauma Informed Care: It's All About Connection
 - Financial Planning Series
 - Frying Away with Wings and Some Air (Air Frying)
 - Healthy Cooking and Meal Prep
 - Ballroom and Swing Dance
- Student Support: NTC continues to provide access to resources to students, including:

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- **NTC advisors** can help connect students with other emergency financial, computer and/or community resources.
- **Timberwolf Table**, NTC's food pantry for students.
- **Timberwolf Learning Commons**, including the library, tutors and coaches available.
- **Student Scholarships** are awarded twice a year, once per semester.
- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun.

If you would like to see the presentation, you can double click on the link below



Advisory Committee
PowerPoint Fall 2021

Instructional Area/Program

Program Information

- Vicki explained that they have been working on different ways to retain students and focus on student success. Some of the things they have done to try to accomplish this is:
 - They have revised and updated their hand book- students are to review and then sign electronically to confirm that they have read it.
 - They have instituted a mandatory orientation meeting which currently happens through zoom. If a student is unable to attend this meeting, they can watch a recording of the meeting and receive the handbook via email. They click on a link to electronically sign it as well.
 - They are now offering open labs for students 2 times a week for an hour each session. Vicki and Chanel are both there to help students with their homework, skill development and anything else they need.
 - NTC has a new resource called Immersive Reader for students who may have difficulty reading. They can have it built right into their program and listen to the audio instead of reading. Some of the students have reported this to be very beneficial.

Curriculum Modifications

- The program has had no curriculum modifications so far.

Student Enrollment

- Currently have 13 students in the program.
- For fall of 2024, there are 9 students that have been accepted.
- There is no current waiting list

Industry Trends

- Joleen said they have a new curriculum in Green Bay called the Bedrock curriculum. They started last year and are seeing a lot of success. If one of their students doesn't know how to spell a word, they know the sign, so they click on the hand shape of the sign, they make a dictionary with handshapes instead of the ABC's and then they memorize the spelling that way. There's also a very good way to introduce sentence subject and predicate and its in ASL. The students are flourishing in this program. Joleen took the training through DPI and it was very helpful.

- Jennifer Gleason asked if the program was only for native signers (people whose first language would be sign)
- Joleen said it isn't just for the native signers and it is a K-12 program. The whole district is using it.
- Jennifer also wanted to know how the license worked. Did each building have to buy the program or was it a district wide program.
- Joleen wasn't sure about how the licensure works. Teachers did get training with the purchase of the program. Joleen and some of the other interpreters got training through DPI in the summer. One of the things Joleen really likes about this program is that they researched a deaf person's brain while most all of the other reading programs looked at a hearing person's brain.
- Erin asked Keith if there are resources available for us to learn more about the program without actually purchasing the software to have a better understanding of the philosophy behind it, and the method.
- Keith shared the links to some of the training for people to look at, but it will be taken down by the end of the year. He also shared some other information that might be helpful to you or your program. (Control + click to go to the sites)
 - [Bedrock Literacy playlist \(three videos\)](#)
 - Bedrock Literacy website: <https://bedrockliteracy.com/>
 - Curated Deaf/Hard of Hearing vacancies from WECAN: [state-wide DHH vacancies](#)
 - [Department of Public Instruction's recommendation for interpreter substitutes](#)
 - [part of the Professional and Family Resources for DHH students from DPI](#)
- Katie asked if it's been school districts basically that have been purchasing this Bedrock program or CESA's, purchasing it and implementing it with the deaf and hard of hearing teachers.
 - Keith said that he believed that Green Bay is one of the first districts to implement the program in Wisconsin, but he hasn't heard of any other CESA's implementing yet.
- Amy's district has started a new curriculum called Wit and Wisdom. The program promotes high level learning and writing.
 - Currently it runs from 4K to 5th grade.
 - Focus is getting kids to write and bringing social studies, science and art into it to get the students interested and connected to the writing.
 - She is currently the only interpreter that is interpreting for wit and wisdom. She is available to help out others who may be starting this program.
 - Currently students aren't big fans of the program. It takes an hour and a half to complete a lesson even though it's in elementary school.
 - They have started to see some success- they started last year. It's a lot of repetition. They use the questions "what do you wonder?" and "what do you notice?" Children who don't always have the confidence to participate are raising their hands because now they feel like they can contribute because the conversation is visual.
 - 4th graders in the program are learning vocabulary that normally 7th graders would learn.

- Amy has mixed feelings about the program, but does believe it is going to be used more in the schools. She thinks it's good, but there are struggling a little because it is so new.
- Erin asked if the program is only for deaf and hard of hearing students or everyone. Amy indicated it is for any students in that grade level.
- Lynn asked about the lack of enough deaf interpreters in the state, the impact it's having on schools and how they are approaching addressing the need.
 - Keith explained they have a state outreach program through WECAN (Wisconsin Education Career Access Network). They curate postings for different professionals in deaf education, and one of them is educational interpreters. They keep a monthly tally of how many open positions there are in the state. Right now, it's around twenty. We've had as many as forty. We started keeping track of those numbers beginning in 2018. We have some initiatives and pushes to try to encourage the different ways to 1) recruit and encourage interest in deaf education as well as then support the programs that are training them, and then 2) keeping people in the field. Some of the issues of not having enough people to fill the open spots are related to the environment and education in general. The ability to market yourself has not been the case until recently. Because of the many openings people can pick and choose where they want to go, negotiate rates of pay and benefits. But then it's creating the other side of the coin as well. Say we have students with multiple needs - more than just the need for an interpreter. How do we get services to this student when an interpreter has four or five other choices that may involve students with less needs? So how do we balance the needs and the availability of jobs out there? And so how do we satisfy those while still working to fulfill what's out there? Some of the initiatives we're exploring are grant programs for the interpreter training programs. I'm going to college fairs trying to recruit students. At those college fairs we are building awareness of deaf education. The other initiative is going to public schools that have American Sign Language classes and explaining different career field options and so trying to encourage interest in that way to fill the void, close the gap. But yes, right now there is a large need for and interest in filling that gap from the State level, and even down to the school level.
- Katie said she heard there currently wasn't a wait list for the NTC SLIE program. She remembers there always was a waiting list in the past and was surprised that they weren't full.
 - Erin answered that she was correct, there is no wait list currently. Typically, in the past the program was full. The capacity is twenty, historically they have had an extensive wait list. She explained that student cohorts start every two years. Students can apply to the program any time. If they are admitted they will wait until the next cohort is ready to start. The schools pick up most of its students in the spring before the fall start of the program. We then confirm their spot, get them registered for classes and enrolled. What we saw this past spring preparing for fall was that a number of students that were

admitted to the program decided they were no longer interested, or they had made a different choice of what they wanted to study. We did have the mandatory orientation which took place during spring semester and it is possible that some students who attended that orientation based on the information that was shared and after reviewing the handbook, realized that the program wasn't the right fit for them so they decided to relinquish their spot. We did go through a number of students on the wait list and offered them spots. Some accepted; some accepted, then declined; and some declined. We were surprised that when we started this fall, we didn't start with a full cohort group, which is always our expectation. That was disappointing. Vicki mentioned some of the things that we have put in place to try to ensure that students applying and who are admitted to the program, really have a good understanding of what the expectations are, as well as, the job they would get after completion of the program. It's possible that participating in the orientation was really an eye opener for some students who realized this wasn't the right fit for them and that is a perfect time for them to make that decision before they actually start in the program. One of the things that we're looking at for our next cohort group is increasing that capacity to 23-25 students to address some of that attrition that we're sometimes seeing in the first semester. Erin will have a meeting with the Dean and Associate Dean in the School of Business and people from Student Services to do some brainstorming regarding how to handle this situation because it is also happening with some of our other programs. Erin hopes to have more information in the spring meeting to share with the committee.

- Joleen asked if there are still people going out and doing career fairs at the high schools, like she has seen in the past, explaining about the jobs they could get as an interpreter. Joleen said many of the kids who end up studying sign language have usually been exposed to it at school, so the students who don't see deaf interpreters working in their districts don't even think about it as a potential career.
 - Erin answered that NTC offers an Introduction to ASL class for high school students through the distance learning program. They can't offer it each semester because of scheduling conflicts. Erin feels like this class generates interest in the field with students who are learning about ASL. The school also holds 2 open houses a year and multiple opportunities for high school students to come on campus and they can select which programs they are interested in. To Erin's knowledge the SLIE program has not been invited to any career fairs outside of our district. Erin said if anyone has information about opportunities, NTC would be very interested in hearing about those situations so they could be evaluated as to whether or not it would make sense for us to participate.
- Lynn brought up how her daughter had an interest in sign language and she suggested she take it as a second language, but apparently a lot of colleges don't count sign language towards a foreign language requirement. It would be great if students could take classes in high school and have the classes count for

dual credit toward a college degree and meeting a foreign language requirement.

- Jennifer G. said about 6 years ago she recognized the need to get more people learning sign language. It is a more “functional language”. Kids in school are going to interact with a deaf or hard of hearing individual a lot more than say a German speaking student. She looked into teaching ASL and even as a DHH teacher with a master’s degree and a passing score on the ASPLI, she is not qualified to teach ASL. She has friends who have master’s degrees in interpreting who can’t pass the national test. While she recognizes everyone’s roles are different, she feels that this situation limits all the interpreters who are fluent in the language and understand the culture behind the language from being able to teach it in the school systems. The kids are so interested. I have two DHH students in a fourth-grade classroom, and the interpreter does a “sign club” once a month during recess, and there are fifty fourth graders who would rather sit and learn sign language, then go outside and play when it’s seventy degrees out in November. Those students who don’t have any exposure will not understand that ASL could lead to a great job. She would like to see ASL taught in the high school for credit.
- Katie said there are many road blocks to become certified to teach for credit, so that becomes a deterrent for many people. She wondered about the SLIE students who have to meet certain requirements for the SLIE program if they were able to go to a district that has no interpreters in it and do a job fair and/or go into 4th grade class room and teach some sign language or give a seminar.
- Amy agrees that job fairs are really important, especially in smaller towns. Her administrator understands the shortage of interpreters and was asking what could they do? There might be more districts in the same situation and either don’t have the resources or know who to call.
- Jennifer G asked what do most districts do when it comes time to find a sub given the lack of interpreters available.
 - Amy said sometimes they reach out to other agencies, but when she was sick a lot last year, they used video remote interpreting a lot.
 - Jennifer works with a junior in high school who won’t go to school if she knows she won’t have an interpreter.
 - Amy offered to share some of the resources she uses that have been very helpful. She provided the following resources after the meeting:

PIE - 414-282-8115

Virtual VRI - 866-440-9140 (Melissa)

Here's a list of a few more but not sure we've ever used them. So I don't know how reliable they are.

The Sign Language Group, Inc - 920-720-3046

CommLink Sign Language Interpreting - 414-604-7231

Versatile Interpreting Services, LLC - 262-214-0430

Sorenson Community Interpreting Services (SCIS) - 800-659-4783

Sign Here Interpreting LLC - 715-573-3750

Purple Language Services Co. - 800-900-9478 ext 1475

- Jennifer had another question about a student she works with in a 4th grade and there is another DHH students who isn't working with an interpreter. Is it ok to bring the other student in to reinforce their learning and if so, does should that be written in the IEP?
 - Joleen said because of the size of their district, they sometimes have students in the classroom who are hard of hearing, but possibly don't have an IEP or an interpreter. She thinks their role as interpreters in the classroom has gone beyond communication, but it is the priority. Sometimes under the teacher's direction she will work with the other students too. She notices that the hard of hearing students watch the interpreters a lot and may benefit from the educational goals for the deaf student.
 - Katie says she has seen that handled creatively while still following the IEP for the deaf student. Sometimes they pair up a whole classroom of students and would partner a student who was hard of hearing who didn't have services with the student who did.
- Jennifer also wanted feedback from the group about how to handle a situation they are having in their district. There is a part time, district employee, interpreter, and then a part time agency interpreter who comes in three days a week and the district interpreter is two days. There are issues with the student out at recess, and it seems to be more behavioral, but some people think it's communication. We've looked at the DPI guidelines for interpreter role and the DHH teacher role and they're saying that the interpreter should be out there for recess, but that is their lunch time. The agency interpreter clocks out during lunch, so isn't being paid for that time, and then is being asked to go provide interpreting services at recess when it might be more of a behavioral issue. She said she doesn't know how to support her interpreters by drawing that line for them to say, if you're clocking out at lunch, you should not have to go to recess, and first of all, not eat your lunch, and then, second of all, have to be a para-professional. For this agency interpreter, she's having a hard time supporting and them with the school administration.
 - Joleen said communication is definitely their role, behavioral issues are not. Her school taught about 30 staff sign language. They taught them how to sign recess signs, "no", "stop", so there was at least some ability to communicate. She stated that schools need to come up with the funds because they are teaching them after school, so they have to get paid to get that learning and you pay the person who's teaching it. For the bus when sometimes there is an interpreter and sometimes when there is a para-educator, they made a communication paper with the signs so students and para-educators could point to something they need to communicate.
- Jennifer is trying to figure out how to help protect the people who work for her. She recognizes that the interpreters do more than they get paid for and thanked them for their dedication. She asked if the school district can

force an interpreter to go to lunch or recess with a student. The general consensus is that the law also plays in. People are entitled to their breaks. Katie mentioned sometimes its just a matter of flexibility (e.g. someone might have to take their lunch at a different time).

Continuing Education/Workforce Training & Professional Development

- Vicki told the group there was no one presenting today, but talked about a workshop that was offered 2 weeks prior to the meeting. The workshop was about creating ASL content and making it more accessible. There was an online class as well called ASL Refresh taught by Keith Burisek. If anyone is interested, there is still time to sign up. The course will be finishing up November 30th.
 - Joleen said the feedback she received from the participants about the workshop is that it was great, but they did want to have online options because of the cost and time it takes to travel from Green Bay to Wausau and back.

Next meeting schedule & agenda items discussion

The next date for the next meeting is 04/05/2023 at 5:00 pm and will be conducted virtually via Zoom.

Advisory Committee Meeting Minutes

Machine Tool Advisory Committee

3rd November 2022 | 3:00pm to 5:00pm | F113 Stem Center/ Zoom



Meeting Attendees

Industry Members:

- Tom Ress, L&S Electric
- Loren Beyersdorff, Greenheck Group
- Kee Her, JARP Industries
- Gary Sulzer, Sulzer Machine & Manufacturing
- Nick Polak, Wausau West High School
- Jon Winter, Wausau School District
- Mark Gehring, Lemke Machine
- Melissa Sommer, B&D Fabricators
- Jordan Leithen, Lintec / Wausau Window and Wall

NTC Team:

- Iain Cameron, Dean
- Joe Bonke, Faculty
- Jeff Block, Faculty
- Heidi Latendresse, Learning Coordinator
- Susan Clark, Administrative Assistant

Welcome and Introductions

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), welcomed everyone to the meeting and led the group through introductions. Tom Ress, Operations Manager at L&S Electric and our Advisory Committee Chair, started the discussion.

Highlights from the previous meeting / updates

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from previous meetings.

Industry Discussion – Roundtable

- Tom Ress, L&S Electric, shared that his company is doing training with NTC and it has benefited his company and worked well. NTC has created a section of classes aimed at employees who are working.
- Loren Beyersdorff, Greenheck, stated their main concern is looking for employees and dealing with the supply chain. They are using the apprenticeship program to train their employees on the job.
- Mark Gehring, Lemke Machine, stated that their business has one student attending and working for Lemke. Mark mentioned that an individual needs to know the basics just to come into a company and work efficiently and he feels that NTC trains the machine tool students very well.

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- Kee Her mentioned the supply issue is a big concern at his company. He will have some candidates for the next semester who can attend classes part-time. Jarp did train nine employees internally using Workforce Training and Professional Development from NTC.

Grant Update

Jeff Block informed the committee that NTC has been awarded a three-year grant in the machine tool area. The grant is aimed at recruiting and mentoring individuals that fall in a minority demographic. There is a stipend involved for anyone volunteering to mentor a student. Kee Her has spoken with the Hmong Association representatives to make them aware of the grant. Kee felt that there is a significant number of younger Hmong individuals that could benefit from this.

Curriculum Modification Discussion

Iain Cameron shared a handout with the attendees showing the proposed curriculum changes that are being proposed. The curriculum changes for the first-semester curriculum include the following:

- We will split the 1st Semester Print Reading 1 class into two, 1 credit, classes
- Machine Tool Processes 1 changes from a 3-credit class to a 2-credit class
- A new 1 credit class added will be Machine Tool Safety and Basic Tool Use
- The Intro to Machine Tool class will be for Machine Tool students only
- The Intro to Machine Shop class will continue to be offered for the other disciplines as well as dual credit
- Applied Mathematics will be replaced by Mathematics for Machine Tool to make content more applicable to Machine Tool students
- Adding CNC Milling Machine Fundamental 1 for three credits and CNC Turning Machine Fundamentals 1 for two credits
- The changes apply to the Basic Machine Tool Technical Diploma also.

Program Modifications 2022 for 2023

32-420-5 - Machine Tool Technics - Two Year Technical Diploma

Semester / Term 1 - Fall			
Semester: First Half (8 weeks)	Credits	Semester: Second Half (8 weeks)	Credits
Machine Tool Safety and Basic Tool Use	1	Print Reading for the Machine Trades 1	1
Introduction to Machine Tool	2	Machine Tool Programming 1	1
Machine Tool Processes 1	2	CNC Milling Machine Fundamentals 1	3
Mathematics for Machine Tool	1	CNC Turning Machine Fundamentals 1	2
Precision Inspection	1		
Total Credits:	7	Total Credits:	7
Full Semester (16 weeks)			
College 101			1
Total Credits:			15

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The curriculum changes for the second-semester curriculum include the following:

- No changes to Intro to CAD CAM or Calculations classes
- Machine Tool Processes 2 will be changed to a 3-credit class
- Machine Tool Processes 3 will be changed to a 2-credit class
- Print Reading for Machine Trades 2 will be a 1-credit class
- Replace Workplace Communications with Technical Communications for Machine Tool
- Adding CNC Milling Machine Fundamental 2 for three credits and CNC Turning Machine Fundamentals 2 for two credits

Semester / Term 2 - Spring			
Semester: First Half (8 weeks)	Credits	Semester: Second Half (8 weeks)	Credits
Machine Tool Processes 2	3	CNC Milling Machine Fundamentals 2	3
Machine Tool Processes 3	2	CNC Turning Machine Fundamentals 2	2
Print Reading for the Machine Trades 2	1	Technical Communication for Machine Tool	1
Introduction to CAD/CAM	1		
Total Credits:	7	Total Credits:	6
Full Semester (16 weeks)			
Machine Tool Calculations			2
			Total Credits: 15

- Course descriptions will be sent to the committee for review. The competencies will be shared at the spring meeting.

The curriculum changes for the third-semester curriculum include the following:

- Machine Tool Programming 2, Machine Tool CAM Programming, and GD &T will have no changes
- Machine Tool Processes 4 will change to a 2-credit class
- Machine Tool Processes 5 will change to a 3-credit class
- Print Reading for Machine Trades 2 has changed to Print Reading for Machine Trades 3 and will be a 1-credit class
- Adding two new classes which are CNC Milling Machine Fundamental 3 for three credits and CNC Turning Machine Fundamentals 3 for two credits
- A 1-credit class titled Print Reading for the Machine Trades 2

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Semester / Term 3 - Fall			
Semester: First Half (8 weeks)	Credits	Semester: Second Half (8 weeks)	Credits
CNC Milling Machine Fundamentals 3	3	Machine Tool Processes 4	2
CNC Turning Machine Fundamentals 3	2	Machine Tool Processes 5	3
Print Reading for the Machine Trades 3	1	Machine Tool CAM Programming	1
Machine Tool Programming 2	1	Geometric Dimensioning & Tolerancing	1
Total Credits:	7	Total Credits:	7
Full Semester (16 weeks)			
N/A			
Total Credits:			14

The curriculum changes for the fourth-semester curriculum include the following:

- Intro to Welding will not change and will still be required
- Precision Machining will consist of two classes, Precision Machining Processes 1 for three credits, and Precision Machining Processes 2 for two credits
- An internship will be added to get students more industry experience
- Metallurgy will replace Physics
- Advanced CNC 1&2

Semester / Term 4 - Spring			
Semester: First Half (8 weeks)	Credits	Semester: Second Half (8 weeks)	Credits
Advanced CNC Machining Centers 1	3	Precision Machining Processes 1	3
Advanced CNC Machining Centers 2	3	Precision Machining Processes 2	2
Metallurgy	1		
Total Credits:	7	Total Credits:	5
Full Semester (16 weeks)			
Introduction to Welding			1
Machine Tool Internship			1
Total Credits:			14

Existing Class = Total Technical Diploma Credits: 58

Mark Gehring shared the opinion that adding some periodic maintenance curriculum or advanced probing would be beneficial for students. Jeff Block added that there is probing included on projects in the curriculum.

The Committee unanimously approved the curriculum modifications.

Program Enrollment

- There are 11 students in our first-semester classes and 4 students in our third-semester classes for fall 2022. There are 6 students in our part-time industry section with 4 of those doing a modified, full-time, program.
- Nick Polak shared that the high school enrollment numbers are steadily increasing. The high school Metals 1 class currently has four sections running. The Metals 2, dual-credit, class has two sections running. The high school has four full-time technical education teachers. The classes are seeing more females enrolling than previously. Nick mentioned that he is open to field trips to any area businesses.
- Jon Winter added that the high school has added two new classes entitled Fab Lab 1 and Fab Lab 2. Fab Lab 1 is more project-oriented to give students a more cross-functional experience with different technical education areas. He also shared that the Wausau District is adding a new program called Inspire which will help students connect with businesses for any opportunities available to them. Businesses would pay to be a part of this network and CESA 9 would be involved. Jon mentioned that there will be 1400 students who will attend the spring Career Fair at Wausau West and he encouraged businesses to take part in this fair.

Recruitment Events

- Tom Ress stated that we need to capitalize on the large number of students involved in technical education classes at the high school level.
- Melissa stated that they have six high school students working with B&D Fabricators. She said that getting high school students into the business helps get them excited about the industry. B&D does visit the area high schools to recruit and they offer job shadowing. B&D also uses the youth apprenticeship program.
- Iain gave an overview of the Move to Manufacturing program offered through our Workforce Training and Professional Development Division along with CWIMA. This training takes an individual and gives them a short course in the fundamentals of manufacturing and then offers them the opportunity to interview with a company. The program will be offering some smaller training options to bridge the gap from classroom to industry.
- Tom Ress asked if our Marketing could create a short video of area industries to use as a recruitment tool. The committee unanimously suggested that we should explore the creation of a video for recruitment.
- It was suggested that the Machine Tool program have more exposure on social media which would produce more interest for the program.
- Nick Polak stated that Skills USA will be in February. Nick informed the committee that the state competition will include manual machining but the national competition will not offer manual machining.

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Other Business

We are running low on heat-treatable material such as 41-40 or its equivalent. If it could be 3 1/4 round or square that would be fine. If any businesses have material to donate, please email Jeff or Joe to arrange a pickup. Kee Her asked if Iain could send a list and he will see if his company can donate material.

NTC College-Wide Updates

A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).

Next Meeting Details and Suggestions

We will make a decision on the fall meeting format, whether that will be fully in-person or hybrid, and inform the committee of the date and format early in the fall.

Contact Details –

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Advisory Committee Meeting Minutes

Machine Tool Advisory Committee

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Advisory Committee Meeting Minutes

Woods

December 3, 2022 | 7:00am to 8:15 am

WT108A Wood Technology Center of Excellence



Meeting Attendees:

Industry Members:

- Troy Brown, Kretz Lumbar Company Inc.
- Sean Bennett, Bennett Hardwoods
- Todd Braun, Robbins Inc.
- Jeff DeLonay Kolbe & Kolbe
- Rick Wilson, Pukall Lumber
- Ben Zelazoski, Zelazoski Wood Products

NTC Members:

- Tim Fetting, Associate Dean
- Heidi Latendresse, Learning Coordinator
- Logan Wells, Faculty
- Susan Clark, Administrative Assistant
- Vickie Jeppesen, Director of Resource Development

Welcome

Tim Fetting, Associate Dean, welcomed the committee members. Troy Brown was introduced as the Chairperson of the Committee.

Previous Meeting Minutes of May 17, 2022

The minutes were provided to the committee members by email. No changes were advised or made.

Industry Discussions

- Todd Braun, Robbins Inc., said that the business landscape seems to be changing somewhat, especially on the lumber side. There seems to be more small logs available. Open-market lumber seems to have softened up quite a bit. Our backlog is still good for this year and into the next.
- Rick Wilson, Pukall Lumber, stated his company is not seeing the market price for dimension lumber has declined since earlier in the year. Demand is a little lower than previous but that could be due to the season. Business is going well.
- Sean Bennett, Bennett Hardwoods, mentioned that there seems to have been a sharp turn in the industry. At the moment they have enough employees to meet the processing

Advisory Committee Meeting Minutes

Woods

December 3, 2022 | 7:00am to 8:15 am

WT108A Wood Technology Center of Excellence



demands. A few species are still moving quite well. He is hoping that after the elections, the market will change somewhat and this slowdown is temporary.

- Ben Zelazoski, Zelazoski Wood Products, agreed that orders dropped off drastically. Beach was our main product and supply is limited. The price of hard maple is starting to come down.
- Jeff DeLonay, Kolbe and Kolbe, stated that business in the building sector is strong. Supply and availability of some components is a major issue. Sheet glass is available but insulated glass units are hard to find. We are pushing into the first quarter of next year with orders. Jeff mentioned that the Chamber of Commerce has some good data on anything related to employees.
- Troy Brown, Kretz Lumber Company, shared that four-quarter red oak is a tough moving item. The timber operations portion of their business has been very strong. Finding Truck drivers has been a challenge and currently, they are paying \$25-\$30 an hour for drivers. Kretz has purchased three crib trailers to address the issue of drivers. The Wisconsin Rapids mill closing did hurt the logging business. Iron Mountain will double its production in the near future. In the future, automation will be important. It is already being implemented on the drying line for stacking lumber. Extremists want to restrict access to timber so that is something to watch. The Forest Service is doing an excellent job at managing the hardwoods but right now all their resources are going toward the issues that California is having. Troy informed the committee that he does have contacts and resources that he would share for the information on how recycled lumber should be used.

Program and Curriculum Modification Discussion

Tim mentioned the following curriculum modifications:

- Industry Orientation and Safety, 10-465-106, will be changed to Forest Products Industry Orientation. This would be listed as a 20-level, dual-credit, class.
- The advisory committee unanimously approved this change.

The following program updates were given:

- We have had a few viable candidates for the faculty position which is still posted.
- Enrollment is consistent with four first-semester students and four third-semester students.
- Tom Gallenberg has informed us that he will not be able to teach the fundamentals or advanced furniture class due to other commitments. Logan will take over just the fundamentals of furniture course.
- The committee discussed whether the Basic Woods and Advanced Furniture classes should stay in the curriculum. The furniture competition has been a good recruitment event for the program. There is a large number of small shops where employees need to know how things come together. Joinery is big in some businesses.

Advisory Committee Meeting Minutes

Woods

December 3, 2022 | 7:00am to 8:15 am

WT108A Wood Technology Center of Excellence



- Committee members suggested that we should investigate how some robotics could be covered in the program. Tim will look at automation in the industry and update the committee during the spring meeting. Adding robotics into the program would get students interested in the program. We have robotics classes running on the Wausau Campus. Rick Wilson mentioned if anyone wants to see an automated lumber stacker his business, Pukall Lumber, has one onsite
- The Sawmill Project has a grant in conjunction with UWSP for several million dollars to construct a full production facility and add equipment. Kretz Lumber will do the debarking of the lumber. A rendering of the facility will be shared with committee members at another meeting.

Recruitment Events Discussion

- Logan Discovery Days were held with seven schools attending. Logan thanked Pukall Lumber for sponsoring the bus for Lakeland Pines and Lakeland Union. The project created was a wood puzzle that incorporated several species of wood. The project made use of several different machines. There were approximately 150 students in attendance. The career coaches have been mentioning the Wood program during their high school visits.
- It was suggested that an event for high school students to tour local wood businesses would create interest in the program in the same way that the Heavy Metal Tour increases interest in the Welding program.
- Heidi Latendresse mentioned that social media is the way to get information to our targeted age group to increase enrollment. There was a discussion on the social skills used by the current generation. Logan mentioned that using technology such as the phone in his classroom is a useful tool to interact with students.
- The Fall Cookout was well received by students, board members, and visitors and should be repeated.
- Heidi mentioned that having an additional summer camps could raise awareness of the program earlier in the summer.
- We had students attend the fall Kiln Drying Associations meeting which created a lot of interest which those students shared with their classmates.

Workforce Training and Professional Development

- The Workforce Training and Professional Development division has moved from an adjacent building on campus to the A-Building. The building that they were using will house the Alternative High School. It was felt that the high school would be able to access NTC resources easier if they were housed on our main campus.
- Tim gave the committee a summary of the Saw Filing Workshop that was recently held. There were six students enrolled and six students completed the class. The next class will be offered on February 3-March 6 and will be open to eight students. Tim thanked the

Advisory Committee Meeting Minutes

Woods

December 3, 2022 | 7:00am to 8:15 am

WT108A Wood Technology Center of Excellence



businesses who let this group tour their facility. If any businesses want to be part of the tour for the next session, please let Tim or Logan know. We are adding some equipment to the saw filing area.

Student Housing Facilities Update

Vickie Jeppesen updated the committee on what is involved with the student housing project. NTC as an entity cannot own student housing such as a dorm. In 2019, NTC Property Foundation was developed. This housing project will be the first undertaking for the newly formed foundation. Southwest Technical College has done a similar project and they have shared renderings and agreements with us. We are excited about possibly having an adjacent property donated by the city of Antigo. We are investigating lease agreements and other legal matters that are needed for this type of facility. The economic impact of this housing project on businesses in the area will be very positive. This complex would consist of duplexes with availability for 16 students. Members were asked to pass on any design ideas to Vickie Jeppesen. The committee suggested that the main construction should include some wood components.

Troy Brown thanked Vickie for getting the Saw Filing program going and her work on grants has been great. Tim told the committee to send him any input on ideas or want to be involved in a committee that would be beneficial.

- The Advisory Committee unanimously supported going forward with the housing for students.
- Tim told the committee to send him any input on this project. Any member that would like to be involved in a committee for this project should let Tim know.

NTC Updates

- MindTrekkers from Michigan Tech will present two days of STEM activities on April 14-15, 2023. More Information will be forthcoming.

Next Meeting

The spring 2023 Advisory Committee Meeting will be scheduled at a later date to coincide with the Furniture Competition. The committee will be informed of the date and time.

Advisory Committee Meeting Minutes

Woods

December 3, 2022 | 7:00am to 8:15 am

WT108A Wood Technology Center of Excellence



NTC Contact Details

- **Iain Cameron**
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- **Troy Brown, Chairperson**
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- **Susan Clark**
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Dental Programs Advisory Committee Meeting Minutes

Date: 11/04/2022

Time: 12:30pm – 2:00pm

Location: Zoom

Industry/Student Board Members

- Dr. William Akey, Dentist, New Horizons Dental
- Judith Bennett, Dental Student
- Sharon Crowe, Registered Dental Hygienist, Director for the Special Olympics Special Smiles Division
- Melissa Gebhardt, Dental Hygienist, Schindelholz Dental
- Kati Gress, Dental Assistant, Advanced Dental Professionals
- Whitney Grzesiak, Registered Dental Hygienist, Advanced Dental Professionals
- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Dr. Jeremy Hoffman, Dentist, Cherry Tree Dental – Weston
- Bobette Maier, Site Director, Colby Community College (in Kansas)
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau
- Melissa Mueller, RDH, Maple Leaf Dental
- Dr. Mike Murphy, Dentist, Northwoods Dentistry
- Krystal Newman, Registered Dental Hygienist, Mosinee Family Dental, The Dental Suite
- Kara Rode, Registered Dental Hygienist, Weston Family Dental
- Kelly Schroeder, Dental Hygienist-Research, Center for Oral and Systemic Health
- Brian Stieber, Pharmacist, Young's Pharmacy
- Heather Wadzinski, Dental Assistant, Marathon Dentistry
- Cassie Wendler, Registered Dental Hygienist, Szmanda Dental
- Diana Yokimcus, Registered Dental Hygienist/Hygiene Coordinator, Dental Clinic of Marshfield

Attendees

Industry Members:

- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Dr. Jeremy Hoffman, Dentist, Dental Visions – Weston
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau
- Kara Rode, Registered Dental Hygienist, Weston Family Dental
- Cassie Wendler, Registered Dental Hygienist, Szmanda Dental

NTC Team:

- Brenda Alberts, Dental Faculty
- Brad Gast, Dean of Workforce Training and Professional Development
- Michelle Hilts, Dental Program Director and Faculty
- Vicki Jeppesen, Director, Resource Development and Executive Director of the NTC Foundation
- Deb Koziel, Dental Faculty
- Becky Leopold, Administrative Assistant
- Aleena Lepak, Dental Faculty
- Jordyn Olson, Academic Advisor
- Adam Sprague, Accreditation Manager
- Emily Stuckenbruck, Executive Dean of Academic Excellence/School of Learning Technologies

Welcome & Introductions

Michelle Hilts, Dental Program Director and Faculty, welcomed everyone to the fall 2022 Dental Programs Advisory Board meeting and thanked them for attending. Those in attendance introduced themselves, gave their title, and which facility they represented.

Update and Highlights from Last Meeting

Michelle Hilts, Dental Program Director and Faculty, shared updates and highlights from the last advisory board meeting in spring 2022. The biggest update Michelle would like to share is the addition of Aleena Lepak to the NTC Dental team. Aleena brings with her a wealth of knowledge and enthusiasm to the team.

Also, based on the advice of our advisory board, the Dental Clinic is now completing pulse ox and temperature checks on every patient, they have removed the minimum age of a child patient, and staff/faculty will no longer see a patient who has refused radiographs.

College-Wide Initiatives

Emily Stuckenbruck, Executive Dean of Academic Excellence/School of Learning Technologies, shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC) and in the School of Health Sciences (SOHS). An outline of what was shared is below:

Welcome from the President:

- On behalf of the staff at NTC, thank you for serving as a member of a program advisory committee! Your willingness to donate time and share your expertise is critical in order to keep our program content and technology current and viable in an ever changing global economy. We appreciate your generous donation of your time and talent to our programs. –Dr. Jeannie Worden

Meet the NTC Board Of Trustees:

- Tom Felch (Central), Chairperson
- Paul Proulx (Central), Vice Chairperson
- Charlie Paulson (West), Secretary/Treasurer
- Troy Brown (East), Member
- Sherry Buntten (East), Member
- Tucona Crowder (Central), Member
- Michael Endreas, Member
- Keith Langenhahn, Member
- Heather Renzelmann (Central), Member

New Wausau Virtual Tour is LIVE!

- Marketing team has been updating the videos in all campuses.
- The [Wausau Virtual Tour](#) is live! You will notice that the tour includes 360 landing images and interactive hot spots at various tour stops. Check it out!
 - Student Life

- Timberwolf Union
- Spoons/Culinary Lab
- Studio Max Salon & Spa
- STEM Center
- Automotive Lab
- Machine Tool Lab
- Welding Lab
- Engineering & Advanced Manufacturing Center of Excellence
- ITEC Lab
- “A” Building
- Timberwolf Learning Commons
- Center for Health Sciences
- Timberwolf Suites
- Agriculture Center of Excellence

COVID Update:

- The Executive Leadership Team (ELT) continues to monitor COVID levels and spread in our area and plans to be open as normal for the fall semester. NTC is a mask-friendly campus.

School of Health Science Updates:

- Healthcare 4.0
- Radiography (JRCERT) Site Visit – October 13 & 14, 2022
- Nursing (ACEN) Site Visit – November 2-4, 2022
- New Faculty – Surgical Technology, Medical Assistant, and Nursing Assistant
- CNA (Certified Nursing Assistant) Program will be relocating into the School of Health Building – 2nd floor

Student Support:

- The following are resources available to our students:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - The **NTC advisor** can help connect the student with other emergency financial, computer and community resources

- **Timberwolf Table**, NTC's food pantry for students
- **Timberwolf Learning Commons**, with library, tutors and coaches available
- Student Scholarships
- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Facilities Update:

- "A" Wing:
 - Combining the Business and General Education Areas
 - Workforce Training and Professional Development relocated to the former School of Business area
- Alternative High School relocated to the Center for Business and Industry
- Industry 4.0 – Smart Manufacturing Lab opened this fall for students
- Communication Technology Center of Excellence has opened
- Vet Tech Building is open and located at the NTC Agricultural Center of Excellence

Workforce Training and Professional Development Initiatives

Brad Gast, Dean of Workforce Training and Professional Development, shared that the Dental Dinner Series was held last month (October 2022) and was a very successful event. Additional dates are upcoming in this series. Brad shared his screen with the advisory board to showcase a new page on the NTC website for the Workforce Training and Professional Development offerings. On this page you will see various trainings and services that NTC, Brad, and his division are offering. The page now is divided into continuing education courses, life enrichment and community courses, and there is a section on apprenticeship offerings. Brad and his team's focus is to bring the community on to the NTC campus, especially those who either haven't been on campus before or for those who it has been many years since their last visit. Brad encourages everyone to visit the new web page and to contact him (gast@ntc.edu) with any questions. To access this new and exciting page, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page and you will be able to view the same page that Brad shared in his presentation. Brad asked the board what they are needing that NTC can better provide. Kara Rode, Registered Dental Hygienist, Weston Family Dental, asked if there could be an anesthetic refresher course. Brad will look into this and report back. If there are any other needs, please reach out to Brad and his team.

Industry Trends

Michelle Hilts, Dental Program Director and Faculty, asked those in attendance today if they could share what they are seeing in their offices (trends) and if they have any needs that the program can assist with.

Paula Hamann, Dental Center Manager, Marshfield Clinic, shared that their Rice Lake Center piloted Dentrix a couple of weeks back and they (Marshfield Clinic Dental Clinics) have made the decision to move forward company-wide with the software. Paula's site will go live the week of November 14, 2022. Another change for Paula's facility is that Family Health Center is separating from Marshfield Clinic as of approximately April 1, 2023. In addition, her clinic has received new provider and dental assistant stools.

Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, spoke that her facility has added three new providers; two of them are pediatric dentists and the other one is a teen/adult dentist. First Impressions is also growing in the number of locations and adding another office in their east side markets. Ashley has also been trying to follow what is happening with EFDA (Expanded Functions Dental Assistant) and feels that this is something that would be of a great benefit.

Dr. Hoffman, Dentist, Dental Visions – Weston, asked Paula (Hamann) if her facility is using the server based Dentrix or the web-based (cloud) based version. Paula believes server based. Dr. Hoffman spoke that his facility transitioned to the Ascend (cloud based) version about a year ago and that has been interesting as he doesn't feel this version is as customizable as it was advertised to be. Ashley (Mccauley) agrees with Dr. Hoffman's point on the customizable aspect. Her facility (First Impressions) converted to Ascend about two years ago.

Next on the agenda for the industry trends was to discuss the EFDA, and Aleena Lepak, Dental Faculty lead that discussion. NTC is willing, and hopeful, to be starting an EFDA program. However, the program cannot started until the Wisconsin Dental Examining Board has set the guidelines. It was stated to the WTCS (Wisconsin Technical College System) that it could take up to thirty months to set the guidelines. NTC did receive an email regarding EFDA and there is a planning meeting set for November 14th. Aleena asked if anyone has heard any other news regarding this topic. Dr. Hoffman indicated that there was a meeting this past week and that things are being fast tracked, however, it could still be 12-18 months. One of the questions was if there would there be a CE requirement for expanded function. Expanded function is a certificate and not a license, so once you have it, unless it is taken away, there is no renewal and no licensing period. There was no CE requirement written into the bill, but members of

the Board feel there should be. Dr. Hoffman does not feel that there will be guidelines in the next six months.

Aleena (Lepak) asked if anyone would be interested in using the EFDA and to what extent they would use it. Ashley (Mccauley, First Impressions) states that her facility would use EFDA to the fullest scope. Paula (Hamann, Marshfield Clinic) feels like Marshfield Clinic would also be interested.

Healthcare 4.0 and WTCS Core Industry Grant

Michelle Hilts, Dental Program Director and Faculty, started this next section with talking about Healthcare 4.0. Keeping with Northcentral Technical College's vision and mission of building futures by providing high-quality, learner and employer-focused education, Healthcare 4.0 aims to apply research, implement new technologies, improve efficiencies, and provide leading-edge education.

A recurring theme in today's healthcare environment is, "How can we do more, with fewer people working in healthcare?" Research shows that healthcare must become more responsive through connected devices, embrace virtual reality and artificial intelligence applications, rethink physical hospital space, and utilize an inter professional team approach in the care of patients.

Provide innovative and leading-edge educational experiences for all health program students.

- Create "Simulation Center" on 2nd floor which will house state of the art, lifelike mannequins/simulators, immersive reality room, a hospital suite and a clinic suite.
- Create a separate student skills practice area with peer and professional tutoring.
- Enhance surgical technology by providing a synthetic cadaver, new laparoscopic equipment, and a redesigned surgical suite with sterilized central core.
- Dental enhancements include a dedicated patient entry, redesign of faculty and student connect spaces, new technology and radiology equipment, updated simulators, update reference book library.
- Radiology and MLT enhancements include a design of an electronic medical record to better simulate today's workplace.

- Improve efficiencies within NTC's School of Health Science.
- Improve supply/storage situation, develop inventory management processes.
- Sharing faculty expertise (cross-collaboration).
- Develop curriculum pathways focused on input from local healthcare industry (please note, the following are being investigated, and are possibilities).
- Respiratory Therapy.
- Central Sterilization Processing Techs.

Vicki Jeppesen, Director, Resource Development, and Executive Director of the NTC Foundation, provided information on the Core Industry Grant. Vicki shared that every fall WTCS provides an opportunity for NTC to apply for competitive grants through the general purpose revenue that the state provides, and one of those categories is called core industry. Each year NTC looks at different essential, high demand industries in which the college offers programs for, that need some support. Because of Healthcare 4.0, Dental Hygiene has been selected as one of the programs. The purpose of the core industry grant is to help ensure that the program provides industry relevant education and training using rigorous curricula, current technology, and related services. The grant can be for over a period or one or two years, and the maximum that can be requested is \$350,000. NTC is applying for two items in this category for a total of \$500,000 combined. The process is very competitive between all of the sixteen WTCS colleges. Fifty percent of the amount that is applied for can be used toward equipment, which is always needed. Allowable activities under the grant can relate to curriculum development (new or modified curriculum), instructional development of new or modified curriculum, support services for students (including advising, tutoring, accommodations, or any related activities the college wants to emphasize). Another area for usage is the purchase of equipment, supplies, and/or software, and professional development for faculty. NTC needs to provide documented evidence that the college has spoken to our employers (the advisory board) and that the college has given employers an opportunity to provide feedback and that the employers approve any different curriculum, equipment, supplies, and software that the college may purchase. NTC wants to ensure that any changes made with this grant project aligns with the work that is being done within the industry and to support any trends that are happening.

Michelle shared a list of Core Industry Grant Items that are being considered for the grant. Those include:

- Virtual Reality for oral anatomy, local anesthesia, radiography
- National Dental Hygiene Board Exam (NDHBE) prep
- Axiom software
- Intra-oral cameras
- Cone-Beam radiography machine
- Kilgore models for rad, clinic, local anesthetic
- Computers/laptops/tablets (must be wipeable)
- Revision of Clinical Manual (250 pages) to reflect new Axiom Software.
- Professional Development for faculty: Attendance at Mid-Winter Conference (mid-end February 2024, in Chicago)
- Books, Reference Materials
- Lexacom Drug Reference subscription (this item was added during the meeting as a suggestion from Dr. Hoffman)

The advisory board is in agreement on NTC pursuing the Core Industry Grant and the list of items the college is looking to purchase with the grant.

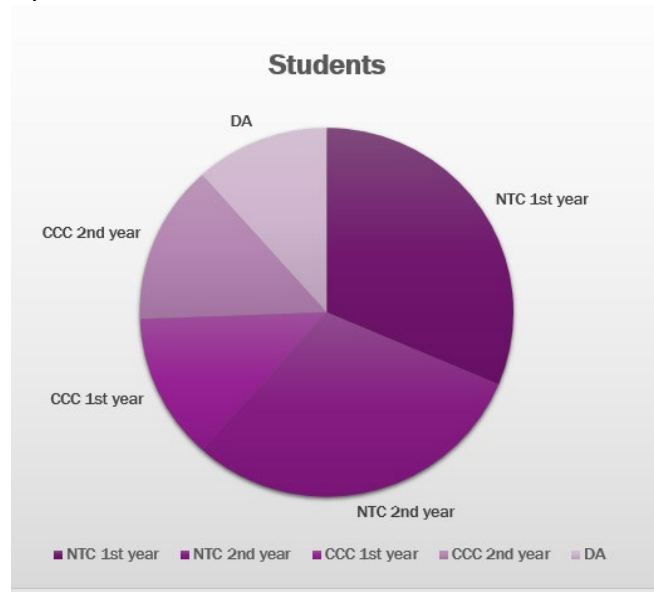
Program Updates

Michelle Hilts, Dental Program Director and Faculty, spoke on the current program updates. Those updates are as follows.

Dental Enrollment Report:

- 1st year:
 - NTC started the fall semester with 28 students and currently have 27 remaining in the program.
 - Colby Community College (CCC) started the fall semester with 12 students and they currently have 10 students in the program.
 - Two of the students (one NTC and one CCC) dropped out due to medical issues and the other student dropped as the program was not a good fit.

- 2nd year:
 - NTC currently has 23 students
 - CCC currently has 12 students



Program Graduate Report:

- Dental Hygiene Graduates:
 - NTC had 19 students graduate
 - CCC had 7 students graduate
- CRDTS: Manikin based
 - 24 of 26 students passed CRDTS
 - Both students who retook the test passed
- NDHBE:
 - NTC: 16 of the 19 students passed on their first attempt; 2 of the 3 students passed on their second attempt, one more student to hear from.
 - CCC: 5 of the 7 students passed on their first attempt; 1 student passed on their second attempt; one more student to hear from.

Graduate Outcomes Report:

- Dental Hygienist:
 - 93% of graduates are employed in the industry
 - \$31.60 average hourly wage
- Dental Assisting:
 - 75% of graduates are employed in the industry
 - \$15.57 average hourly wage
 - *Full report included in hand-outs

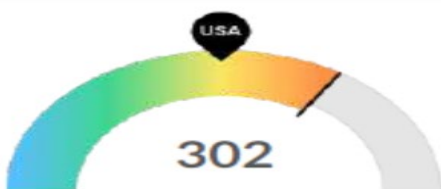
Occupation Overview* Dental Hygienist and Dental Assistant

8 Counties

55019	Clark County, WI	55078	Menominee County, WI
55067	Langlade County, WI	55099	Price County, WI
55069	Lincoln County, WI	55115	Shawano County, WI
55073	Marathon County, WI	55119	Taylor County, WI

*Full report included in hand-outs

Dental Hygienist:



Jobs (2022)

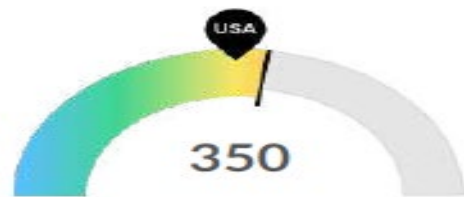
Your area is a hotspot for this kind of job. The national average for an area this size is 183* employees, while there are 302 here.



Compensation

Earnings are low in your area. The national median salary for Dental Hygienists is \$77,813, compared to \$70,903 here.

Dental Assisting:



Jobs (2022)

Your area is a hotspot for this kind of job. The national average for an area this size is 310* employees, while there are 350 here.



Compensation

Earnings are about average in your area. The national median salary for Dental Assistants is \$38,667, compared to \$37,881 here.

Program Recruitment/Events:

Brenda Alberts, Dental Faculty, provided information on program recruitment/events sharing that there was a community open house this fall (2022) where both Brenda and a second year hygiene student manned a dental booth at located in the NTC main building. The purpose was to promote awareness of the NTC dental hygiene program. Area high school students attended and Brenda and the student representative were able to talk to those interested about dental hygiene as an option for a potential career.

As far as recruitment, dental hygiene, in general, doesn't need to do massive amounts of recruitment since the program has over 100 applicants for the 28 open spots every fall. NTC has a competitive entry process for the dental hygiene program. This means there is the potential for a student to gain entry into the program right after high school or in the year that they apply. Other dental hygiene programs in the state use a waiting list system and waiting lists are usually around 5 years. At NTC, the students take the HESI exam in the spring and are ranked according to the highest scores. Students then have the ability to gain extra points that go towards their composite score. Some qualifying items that would go towards boosting their score for entrance would be if they already have their Bachelors or other advanced degree, if they have gone through NTC's DA Program, or if they have completed some of their pre-requisite classes. In this way, even if a student is a poor test taker, they have the ability to apply again the following year and do some things that can improve their chances of getting into the program.

Deb Koziel, Dental Faculty, shared with the board that the Dental Hygiene Club is very active and continues to focus on participating in efforts to support the community. Activities that they will, or have already, participated in include a toothbrush donation to the Ronald McDonald House in Marshfield, Baby Supplies Drive to be donated to the Women's Community Shelter, Candy Drive for the Boys and Girls Club, Sock Drive for the Warming Shelter, and Dental Care Packages for the Troops. The club has also done two fund raisers, one for t-shirt sales and the other for Butter Braids. The students have a goal to attend the Star of the North on April 28, 2023.

Program Modifications Discussion

Brenda Alberts, Dental Faculty, was able to give the advisory board an update on some changes happening within the Dental program. There was a curriculum change within NTC because of a credit-to-clock hours issue. This had to do with the students being able to get financial aid since this class, Dental Materials, is offered for both dental assistants and dental hygienists. Because of this, the program needed to break up the class into lecture, lab, and lab enhancements. Lecture is 8 hours of the total class time. The lecture portion of the class is done online. Lab is 30 hours, and Lab Enhancement is 18 hours.

In lab, students have evaluations for each skill demonstrated. They learn to mix a variety of different dental cements, learn about composite and amalgam, and learn to take impressions, both Alginate and Automix impressions. Students learn to work with gypsum products, both stone and plaster. Students take impressions on each other, pour the models, trim the models, and make whitening trays. This year Brenda is having a representative do a presentation on whitening and then the students will get a free whitening product to use with the new trays they will be making for themselves in class.

Aleena Lepak, Dental Faculty, gave the following update on Dental Assisting Clinicals.

Dental Assisting Clinical:

- Dental Assisting Clinical is now 120 hours.
- To help prepare the students for this, the program has been introducing the DA students to procedures that the DH 2nd year students do, such as assisting with lasers, ultrasonics, rinsing and suctioning, basically anything that can assist the DA to be more prepared for their clinicals and be more comfortable interacting with patients. Aleena has only gotten positive feedback from students and patients with this.

- NTC's Dental Program is looking for clinical sites for students; if anyone is interested in being a clinical site, please reach out to a member of the dental team. Also if anyone is interested in being a guest speaker please let Aleena know. The guest speaker can be either in person or via zoom.

Facilities/Equipment

Michelle Hilts, Dental Program Director and Faculty, shared with the advisory board the items that the dental program has obtained since the last meeting.

- Hand-pieces
- Subgingival air polisher
- Impression materials
- PSP's
- Getting new chairs to finish the DH side (pod 4) in January

Other Items

Michelle Hilts, Dental Program Director and Faculty, asked the advisory board what they thought of the new proposed patient fees. Patient Fees are as follows:

Category	Current Price	Proposed Price
Sr Citizen (age 65 & over)	\$15.00	\$15.00
Adults (age 13-64)	\$20.00	\$20.00
Child (12 & under)	\$15.00	\$15.00
MA/Badgercare	\$2.00	Eliminate
Full Mouth X rays	\$22.00	\$25.00
Panoramic X rays	\$22.00	\$25.00
Bite Wing (BW) X rays	\$12.00	\$15.00
Periapical X rays – (up to 10 PA)	\$12.00	Eliminate
Sealant per tooth	\$10 (\$40 cap)	\$10 (\$40 cap)

Michelle asked how the advisory board felt about the increase in prices. The members in attendance fully support the increased charges and eliminated charges.



DH rotation sites and DA clinical sites:

Would anyone be willing to take students for DA or DH rotations? DA students need clinical hours over the course of a semester. They can start out by observing an assistant and then the intention is for them to step in and assist, do sterilization, or whatever other duties that assistants in the office do.

Brenda Alberts, Dental Faculty, spoke that DH students do one rotation in DHP IV. This is one, four-hour session done sometime during the spring semester, typically between 8:00am – 12:00pm or 1:00pm - 5:00pm, depending on the hours of the clinic office. Generally, the students will watch the supervising hygienist at the office for the first patient and then they will step in and work on the remaining patients for the clinic session under the supervision of the hygienist. A good day for the DH rotations is on Thursdays since most of the DHP IV students do not have any other classes on Thursdays. Fridays would be an option if the clinical office is open on Friday. Patients would need to be made aware that a student would be seeing them and the patient would need to be okay with allowing this. The patients can be told that these are Process IV students that will be graduating in May.

Michelle also asked if anyone has any extracted teeth to donate to the program to please reach out to any member of the dental team.

Next Meeting Schedule & Agenda Items Discussion

The next Dental Advisory Board meeting is tentatively scheduled for Friday, April 21, 2023, from 12:30pm – 2:00pm. If anyone has any items they would like to discuss at the next meeting, please reach out to Michelle at hilts@ntc.edu

Date: November 8th, 2022

Time: 12:00pm- 1:30pm

Location: Zoom and Utility Building

Meeting Attendees

- Dale Damon, Michels
- Jim Liebert, Michels
- Kelly Zagrzebski, Wisconsin Public Service
- Matt Murphy, Wisconsin Public Service
- Craig Piechowski, Alliant Energy Corp.

NTC Team

- Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- McKenna Dassow, Student Success Assistant/ CSR
- Josh Fenske, Gas Utility Faculty

Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

College Wide Initiatives & Events

- A PowerPoint presentation was shared with the committee.
- Build Your Future was very successful with a little over 800 high schoolers attending. Although it was cold and rainy, people still had fun and it was great to get people back out to the farm after Covid. There were a lot of hands-on experiences available for students to engage with. Greg is hoping to do this again next year with more hands-on displays for the students to engage with or have the students for a shorter duration of time. He is also hoping to bring more variety of careers in hopes to have a higher attendance. The goal is to bring mainly sophomore students to give them more information regarding 2-year programs that are available to them.

Facilities & Equipment Update

- Donations from companies attending Build Your Future consist of sheds and concrete slabs for them to sit on. The sheds will be used for EPDP- Gas Utility field training.
- A new building for both utility programs is currently in the process of being built. It will be located on the farm, closer to the training field. It has a projected Fall finish.

Instructional/ Program Discussion

- Current enrollment consists of 5 students. Josh stated he has been visiting local high schools to market the program. Recommendations for marketing tactics were taken. Ideas such as having



Date: November 8th, 2022

Time: 12:00pm- 1:30pm

Location: Zoom and Utility Building

an ad play during half time at local high schools, sharing information with school counselors, or meeting with programs such as Big Brothers Big Sisters were shared. Kelly stated she would be willing to work with our marketing department to help promote the program.

- CDL requirements have changed. NTC took the 10-credit course down to 9 credits by not requiring the Commercial Learners Permit Prep. This aspect will be an expectation of the students prior to class.
 - McKenna to share CDL program with Advisory Committee.

Industry Trends

- Material is on back order due to shortages. Many companies are also having a hard time finding workers.
- There has been a trend of employees retiring at an earlier age, leading companies short staffed.
- Greg asked if our students were graduating at a good time in the year. Many answered that March- April is an ideal timeframe for hiring.

Future Meeting Date & Time

- April 4th at 11:30am
 - Greg & Josh to reserve WEWC trailer for April 4th.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

15th November 2022 | 3:30pm to 5:00pm | Stem Center/Zoom Meeting



Meeting Attendees

Industry Members:

- Mark Rounds - Wausau Tile
- Cameron Diedrich - Enerquip
- Jesse Jensen - Enerquip
- Carl Dahm - Greenheck Fan Corporation
- David Williamson - A-Team Machine, LLC
- Shane Herdt - Imperial Industries Inc.
- Luke Schultz – A&B Process Systems
- Taylor Crooks – Actalent (formerly Aerotek)
- Derek Carroll - Actalent (formerly Aerotek)
- Michael Rosenthal – Piper Products
- Zach Fosters – Luoma Design Solutions

NTC Members:

- Brad Schinker, Faculty
- Bryan LaVigne, Faculty
- Tim Fetting, Associate Dean
- Heidi Latendresse, Learning Coordinator
- Dragomir Marinkovich, Faculty
- Susan Clark, Administrative Assistant

Welcome and Introductions

All in attendance introduced themselves and the organizations they represent.

Highlights from the previous meetings / updates

There were no updates from the previous meeting to be discussed.

Industry Trends:

Members were asked to share updates on their current business outlook. They relayed the following:

- Carl Dahm, Greenheck, shared that Greenheck is looking at new product lines. Due to the worker shortage, we are redesigning with automation in mind. Facility 19 is scheduled to be completed in October of 2023.
- Mark Rounds, Wausau Tile has seen approximately 30% growth. They are a very diversified company. They are looking at 8-10 months production time for some of their concrete products.
- Share Herdt, Imperial Industries, stated that sales seem to slowing down a bit with a backlog into August of 2023 with next year almost closed for the industrial side of their business. Imperial is

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

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looking for student workers to convert approximately 30,000 to 40,000 parts to 3D drawings using Inventor.

- Luke Schultz, A&B Process Systems, is having to adjust their company deadlines due to customers have supply problems. Sourcing electrical drives is especially difficult. Their company is looking for designers.
- Cameron Diedrich, Enerquip, said his company is purchasing another company. He mentioned material prices are high and titanium has been especially hard to get quoted in a timely manner.
- Dave Williamson, A-Team Machine, stated that his lead times are now six months out and material prices are high.
- Zach Fosters, Luoma Design Solutions, said they have the healthiest backlog that they have had in a long time. They are well into next year for drawings and submittals. The curtain wall area has not slowed. It seems like there may be a potential for a slowdown. Looking to hire another designer.
- Taylor Crooks, Actalent, said the market for a staffing agency is very exciting right now. She has fifteen positions available right now. Staffing agents have to be creative and very proactive.
- Derek Carroll, Actalent, mentioned that his job has changed to a more full-service type of job helping candidates with all aspects of relocating a new employee to our area for employment. Housing has been a huge issue for candidates coming into our area.
- Tim let the committee know that there seems to be no lack of business by the companies represented at these advisory meetings. Companies have mentioned that business seems to be slowing down compared to several months ago. Business are still busy but not at the frantic pace that it was earlier in the year. All of the businesses had open positions.

Curriculum Update

- The committee was updated that Mechanical Design classes are run in the NTC Connect modality which gives the students a lot of flexibility. The NTC Connect modality provides due dates through the semester. The due dates have shown to produce a higher student class completion rate than a virtual college classes.
- Industry 4.0 will be implemented across manufacturing and we are looking at what projects that would incorporate Mechanical Design with Electromechanical and Automation.
- A flowchart was distributed showing all the classes included in the Mechanical Design degree. All of the previous classes are listed but the sequence has changed. Some classes are moving from 4th to 3rd semester and some 3rd semester classes moving to the 2nd semester. These changes get students experience in working with industry-related software earlier in the program. Instructors were told that the Computer Applications class, which includes Excel, should be taken earlier by program students.
 - Members unanimously agreed to the curriculum changes list on the flowchart.
- The members felt that the program could include more AutoCAD instruction so the instructors will discuss adding more advanced CAD into the curriculum where possible.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

15th November 2022 | 3:30pm to 5:00pm | Stem Center/Zoom Meeting



- The curriculum modifications will be presented at the spring advisory meeting.
- Members asked if they could see a list of the software used with each course description in the new curriculum. Mechanisms is offered and is tailored to let students use whichever software they are comfortable for this class.
- Our program aligns well with Michigan Tech and Stout transfer agreements. Our students are very well prepared to attend the four-year schools with which we have transfer agreements.
- The committee was given the info. Engineering Tomorrow which is an educational group based out of NY has been running some STEM labs here at NTC for high school students. We have 60 high school students at NTC tomorrow through this program. Any students that attend will get a tour of the facility and will get a flyer highlighting NTC's Engineering transfer options.
- There was a discussion of student success as it relates to classes being offered remotely or online. The instructors' shared students have more success in face-to-face classes but that the majority of students need the flexibility offered by NTC Connect classes due to their work-life balance. Soft skills are being incorporated into all of our classes. Derek Carroll, Actalent, volunteered that he would come in for any workshops on soft skills needed.
- Tim will follow up and inform the committee on the status of the need for Oral Communications in the curriculum.
- Internships – Bryan LaVigne thanked the companies that have sponsored internship students. He shared that the internship experience has proven to be highly successful. The partnership has oftentimes proven positive for both the organization and the student. Internships are crucial for learners to complete the program, so if there are additional questions or interest, please contact Bryan at lavigne@ntc.edu.

NTC College-Wide Updates

The committee was sent a PowerPoint showing the College-Wide Updates. There were no questions regarding this information.

Other Business

- The committee was informed that the Workforce Training and Professional Development is no longer housed in the adjacent building on the north side of the campus. That division has moved to the A-Building on our main campus. Their previous building will house the Alternative High School.
- The School of Engineering and Advanced Manufacturing will now offer Civil Engineering.
- Members mentioned to the committee that companies should consider Architectural Design Technology graduates for their Mechanical Design openings. These graduates have performed well according to firms that have hired from both programs. A member mentioned that it was a great

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

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Next Meeting Details and Suggestions

The next meeting was set for Thursday, May 4, 2023 at 3:00pm.

NTC Contact Details –

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Heidi Latendresse

Learning Coordinator, School of Engineering and Advanced Manufacturing

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Foundation of Teacher Education Advisory Committee Meeting Minutes

Date: Wednesday, November 16, 2022

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Kelly Kapitz – Director of Special Education, Marathon County
- Steve Kolden – Super Intendent, Colby School District
- Sarah Trimner – Director of Talent and Culture, D.C. Everest School District

NTC Team:

- Amy Denissen – Student Success Advisor
- Hannah Lee – Administrative Assistant
- Pa Houa Lee – Faculty, Foundation of Teacher Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies

Welcome & Introductions

The Foundation of Teacher Education Advisory Committee was welcomed and members introduced themselves.

Update and highlights from last meeting, March 9, 2022

The members review the previous meeting minutes from March 9, 2022.

NTC College Updates

Sara reviewed the NTC Fall 2022 presentation with the committee.

- Welcome from the President – Dr. Jeanie Worden expressed her gratitude to all Advisory Committee members for their expertise, time, and commitment to all Advisory meetings.
- Meet the NTC Board of Trustees – In early spring there were a few new members on NTC's Board of Trustees. Members consist of two employees, two employers, three members at large, one elected official, and one school board member.
- New Wausau Virtual Tour is LIVE – Tours include 360 landing images and interactive hot spots at various tour spots.
- New Programs 2022-2023:
 - Diesel Technician Apprenticeship
 - Fully embeds into Diesel Equipment Mechanic TD and Diesel Technology AD
 - Liberal Arts Associate of Arts & Liberal Arts Associate of Science
 - Also referred to as University Transfer Degree. The college is putting together a new course catalog for this degree that will include an array of various course subjects in multiple different instructional areas.
 - Garden to Market Specialist

- New Proposed Programs 2023-2024:
 - Therapeutic Massage Technical Diploma (Fall 2023)
 - Hospitality Management Associate Degree (Fall 2023)
 - Smart Manufacturing Associate Degree (Fall 2023)
- COVID Update – NTC continues to monitor COVID levels and spread in our area and will be open as normal (pre-COVID) for the fall semester.
- Facilities Update – There are a few updates and changes made around the college, some of those changes include the A Wing, Alternative High School moving into Center for Business and Industry, Smart Manufacturing Lab, and Vet Tech Building.
- Professional Development Opportunities – NTC's WTPD team has developed a robust catalog of online professional development with hundreds of topics to choose from.
- Student Support - NTC continues to provide the following Student Support services for their students: The Virtual Care Group, NTC Advisors, Timberwolf Table, Timberwolf Learning Commons, and Student Life.

Advisory Committee PowerPoint Fall 2022 FINAL.pdf

Instructional Area/Program

A. Program Information

1. Program Overview

The Foundation of Teacher Education (FOTE) program is two-year Associate Degree that prepares students to become instructional assistants in the classroom. The program is offered online and includes two practicums for students to work in the school districts and classrooms. NTC currently has articulation agreements with UW-Green Bay, UW-Oshkosh, Cardinal Stritch, Viterbo, Lakeland University, and Carroll University.

Sara noted there may be a misconception that students are being trained to be teachers in the FOTE program and clarified students are not being trained at an associate's degree level to become to be a teacher. If students wish to pursue their bachelors NTC is working to create clear pathways to put students on track and currently there are 6 two-plus-two articulation agreements. These agreements allow students to do two years at NTC and then transfer, at a junior status, into an education program at a four-year college or university. Kelly asked if any of the articulation agreements have options to allow working professionals to take classes without having to leave work or their family to attend class. She mentioned she has staff who have their high school diploma and are interested in FOTE program, however, their barrier is the having to leave work to attend class full time. Sara stated Carroll University may offer their program 100% online, however, she would follow up with the committee with more information on which college offers those flexible options.

2. Curriculum Modifications

There will be some curriculum modifications coming up. The State has decided to revamp the program and there will be a meeting taking place on Friday, November 8, 2022 to go over curriculum modifications for this program. More information on curriculum modifications will be noted in the next advisory meeting.

3. Enrollment

Sara stated there has been a decline in enrollment for this program. For the last couple of years, the discussion on teaching and education in the media regarding challenges teachers have had to face, especially during the COVID crisis, may have impacted enrollments in this program. She also saw this decline prevalent in health care programs for similar reasons and felt this may be why people are

hesitant to go into fields like healthcare and education at this time. There are discussions in the early stages about creating an event to draw some more awareness to this program.

Amy shared there are 64 students accepted in the program and 26 of those students are actively taking classes at the moment. From the 26 active students, 15 are continuing students, and 11 are new students. This Fall 2022, there were 18 total applications and 11 of those applicants are currently enrolled. For Spring 2023, there were 2 applications and those students should be ready to start in the spring. Right now, there is one student who should be graduating this Fall 2022. She noted there were some changes made to the course matrix within the past year to accommodate the school year calendar and therefore there will be less graduates, if any, in the fall term and committee members can anticipate more graduates during the spring term. Currently, there are 7 students who will start their second practicum this spring and she will be working with these students to get them registered for graduation in May 2023.

Sara asked if the 7 students are currently working in the workforce. Amy stated there is a mixture of students who are and aren't in the workforce, along with those that are working elsewhere. She understands there is a need for students and graduates in the workforce and does her best to guide students into the path they want to go towards. She encourages students to take advantage of NTC's transfer agreements to further their education and also seek employment in school districts, although it's not a requirement, the experience would be beneficial, especially, during practicums.

Sara stated this could be good news for the committee members who are looking to hire. She mentioned Kelly and Steve could have some potential opportunities with some of the students out in the rural areas. Steve shared their district would help pay for schooling through "Grow Your Own Process" if students already have their associate's degree. Kelly also shared their district would do the same as well and they are always trying to find new incentives to recruit more people and one them is paying for furthering one's education, that includes the Foundations of Teacher Education program, if they don't already have it.

Pa Houa noted that while the trends are still the same, such as needing quality educators (teacher/paraprofessionals). Mental health also is still a barrier for teachers and students and it's important to keep that in the forefront when trying to make opportunities accessible to students. She shared she had a student who lost her position as paraprofessional due to mental health struggles and is currently working together with the student to figure out how she can complete the semester successfully. She also expressed she would like to connect with more high schools to bring more awareness on the Foundations program and explore the cost saving pathways students can benefit from.

Amy agreed with Pa Houa and explained that even though there has been a decline in enrollment, she does not think students are failing out of the program or classes. There are many students struggling due to other personal reasons. Although, NTC does offer support to students through the Virtual Care Group, sometimes it comes down to the individual, and that could mean they have to take a step away to take care of themselves or their family. She emphasized students are not failing due to the current structure of the program or courses rather there are a number of things students are still dealing with, one of them being mental health which is still a lingering effect from COVID. From a program aspect, she may not be able to offer the specific support students need in order to

get through those challenges. She also mentioned with the high demand for more people in the workforce, whether it be in schools or childcare centers, people are now able to get their foot in the door without an education. While that may fix the problem it also leads to another, where it now takes time away from completing school work. These individuals find themselves going back and forth between getting an education or working, on top of all the other things they are struggling with mentally. She stated education and the workforce should be working together, rather than against each other, to fill the demand while still ensuring quality. Sara agreed, Amy brought up good points regarding the personal issue students are dealing with and hopes to see a shift soon, while reassuring NTC will continue to offer as support as much as they can.

B. Industry Trends

Sarah Trimner – Sarah shared there has been a decline in the average number of applicants they have had for all of their positions. Especially, for teaching positions those average about eight applicants per position, which is significantly less prior to COVID. They are finding themselves having to compete with other non-education industry and have tried to be more competitive, especially, when recruiting support staff. This year D.C. Everest District has implemented paid time off (PTO). Traditionally, in a school setting, the district has always offered ten sick days and one personal day for all school year staff. This year teachers and support staff got eleven paid time off days to use at their discretion and there are no more blackout days. It is at the Principals discretion to monitor PTO days in order to avoid having all teachers and staff submitting time off for the same days. So far, this has been going pretty well and it has been well received by teachers and staff. The biggest hurdle in supporting this change was making sure they have enough coverage for when someone requests off. If the staff does not use all of their PTO by the end of the year they have the opportunity to cash out their paid time off days at a rate of twenty dollars an hour. For some of the staff that was a plus and has been a huge incentive to be present as much as possible when they are able to.

Steve Kolden – Steve shared their district also explored PTO options, but his main concern was not being able to find enough subs to fulfill PTO requests. He gave an example on how they weren't able to find enough subs for all teachers to attend a retreat and due to the shortage, some teachers had to stay back. He added that even though they do have personal days, those are limited as well. He further discussed about the open positions at their district. Currently, there are two teaching positions open, he is looking for a Fourth and Fifth Grade Special Education Teacher and a 4K Teacher, and is also looking for a High School Aide. Sara asked how long the positions have been opened and Steve confirm they have been open since last year. She noted from the previous meeting that Steve was looking for individuals who are bilingual to apply for these positions, to which he confirmed and clarified it would be ideal since their district is 23% Hispanic, but all individuals are encouraged to apply. Sara suggested exploring other areas of the college to see if there could be a partnership with resources, such as ELL, to further support their recruiting efforts.

Kelly Kapitz – Kelly shared they are also struggling with staffing as well, especially, in a rural area where it is more difficult to fill open positions. Currently, they have their staff in positions that are provisionally certified or puts them on the right path towards teaching. She noticed in this hiring and recruitment process there is a lot more mobility along with higher turnovers. One thing they are struggling with is people resigning two weeks before the school year starts. These situations often leave them scrambling to find teachers to fill positions by August. Whereas in the past, they were able to hire people during the summer and be set for the year, with very little turnover. However, now, it is not uncommon to have that

high turnovers for all positions. She noted in this recruitment process they are now finding themselves looking a lot more like the business community and it seems like no matter how creative they try to be, they just can't match up to other business industries when it comes to pay. She stated this transient and mobile group is something different and one that they have not experienced in education in a while and it is becoming more prevalent. Sara stated it can be a lot harder to recruit people especially with the way the school calendar is set up. Kelly agreed and further explained that kids need continuity and consistency and when people come in and out it makes it disjointed which can have an effect on their growth and achievement. Although, it has been tricky and she and her staff are learning to navigate through the mess in the best way that they can. She has teaching staff working overloads and taking way more students than they should just to make sure that they can keep the ship floating. Sara praised Kelly's teaching staff for taking on more than they should in order to help keep things afloat and she agreed that kids need to have trusting relationships with people, in order to move along with things.

Other Items

- The Teaching Academy – NTC has put together a Teaching Academy which is a 9-credit certificate consisting of three classes from the Foundations of Teacher Education program. There are a couple of different ways this academy can be offered based on the needs of the organization. If a school district has people who are interested in becoming a teacher, NTC can contract to have an instructor come out to the school and teach the three classes around a certain schedule at the school location. They could also create a consortium agreement, where a number of different schools come together and classes are offered to multiple different schools at one time. Classes could be offered in different modalities, allowing people to attend class via Zoom or meet once a month in person, and this could be rotated between schools. Another other option is to offer these classes to current high school students. NTC could provide these courses as distance learning, where instructors from NTC teach the courses via Zoom, or as dual credit, where teachers in school teach these classes. Sara noted this would be a great opportunity for people to get a head start in the program. She hopes with the Teaching Academy, by offering classes on site for teaching staff and options for high school students through distance learning or dual credit, it will be able to redraw some attention to the program.

Sara noticed, overall, each committee member has mentioned similar topics from the previous meeting regarding the challenges with staffing along with high turnovers. She wished there was a simple solution that would be able to resolve these issues. She stated the Teaching Academy has some good ideas and thinks it will be a good place to start to try and resolve these issues. She will follow up with a flyer on the Teaching Academy and provide more information on transfer agreements. She also asked the committee to think of ways NTC can further help their school district and offered to meet with members one on one to explore different the resources available at NTC outside of the program.

Next meeting schedule & agenda items discussion

The committee has agreed to meet next Spring on Wednesday, April 19, 2023.

Legal Studies/Paralegal Advisory Committee Meeting Minutes

Date: 11/17/2022

Time: 4:30 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Kourtney Imig – Winter, Winter & Behrens, Attorney
- Chelsea Payant – Sommers, Olk and Payant, Attorney
- JoAnn Mancl - Crooks, Low & Connell, Paralegal
- Erin Radke – County Materials, Legal assistant
- Angela Gonzalez – Ruder Ware, Paralegal
- William Harris – Civil Unit Supervisor, Judicare

NTC Team:

- Lisa Peters - Associate Dean, School of Business
- Tom Wendt – Paralegal Faculty
- Amy Denissen – Student Success Advisor
- Lynn Moses – Administrative Assistant School of Business

Welcome & Introductions

Lisa Peterson welcomed everyone and asked all who were present to introduce themselves and the organizations they represent.

Update and highlights from last Meeting (04.21.2022)

The minutes were reviewed and will be submitted (no changes needed)

Continuing Education/Workforce Training & Professional Development

Where did they go? Regional Economic Outlook by Brad Gast. (Double click or 'control'+ click to open the presentation)



**Regional Economic
Update Fall 2022, Br**

Industry Discussion

- JoAnn Mancl shared that there is still a high need for divorce and criminal attorneys. Personal injury legal need is also rising. They still get estate planning and probate, but it seems to be steadier. JoAnn thought that with the pandemic the need for estate planning would go up because of the concern people had with potentially being hospitalized or getting sick. Now it seems like that's just the regular flow of people getting to a certain age and wanting their estate planning done.
- Angela Gonzalez stated as a post-death trust and estate administration paralegal, she would argue that it doesn't matter how old you are, you should always have an estate plan, or at least the powers of attorney, because you never know what's going to happen. We are seeing at Ruder and with some of the other paralegals that I know in the area and in the state a huge increase in probate and trust litigation matters. For example, someone might complain because their brother took all of the mother's money, and now she's dead, and where did the money go? Their 2 litigations paralegals are backed up and working many over-time hours. Ruder Ware has many Federal Estate Tax matters they are working on and they are very large cases. Where JoAnn said she thought the town needed more divorce attorneys, Angela was thinking they needed more probate attorneys. They are getting so many calls for probate matters and they cannot take all of them because they are so busy. Angela is on the State Bar Paralegal Education Task Force and they are looking at the SBWCP (State Bar of Wisconsin Certified Paralegal) Program and developing a curriculum where certified paralegals in the State of Wisconsin can use to become recertified. She thought this program might be something that NTC Legal Studies students after they graduate because once they start working they'll have the ability to become certified. Certification will happen every two years when they need to be renewed. The program may also offer a little bit of extra training for them.
- Chelsea Payant said they need attorneys in all areas in Antigo. They practice in all areas. Most of them practice in all areas and they are backed up which leads the court system to be backed up also. They are seeing a lot of divorce and a lot of criminal cases and seeing the same trend with probate as mentioned by Angela and JoAnn.
- Lisa asked if divorce rates went up in during Covid, William said in the domestic violence went up and Tom said he heard about that in Chicago. The rest said they didn't know the stats on divorce during Covid, just know they are busy.
- William Harris said like everyone else they are seeing a shortage in divorce attorney and they are recruiting heavily for this in Judicare. They also have shortages in their Victims Rights Project for victims' rights lawyers, and in our Indian law office. He said like everyone else has been saying their greatest need is for divorce lawyers, like everybody else in the in the area cases that we take are for people that are indigent. Largely cases that they are accepting right now are cases involving domestic violence, sexual assault, and child abuse. They have actively been actively recruiting paralegals and currently have an intern from NTC and hope to continue that partnership. They may also look for an intern from a nearby tribal college as well. William said again, their biggest need is for divorce lawyers. He doesn't think divorce went up during Covid, he thinks it possibly went down because of the courts being closed down during Covid and now they are playing catch-up.
- Tom asked if William could talk about the Navigator system, but he wasn't sure what program Tom was referring to.
- Erin Radke stated she is strictly working in the construction area. Where they are struggling the most right now is with insurance companies. Labor is a problem as well.

• Instructional Area/Program

- Enrollment: Tom started the discussion. They have 24 new students so the program total is 48-49 students. This semester the school is offering 10 different courses out of the 15 that are offered each year.
 - Amy joined us later in the meeting, but added this update to the enrollment report.
 - 47 total students that are active in Legal Studies
 - 26 are returning students (had already started before Fall of 2022)
 - 21 Fall starts (either they changed programs or just started in the program)
 - 10 new students have been accepted already and 3 are registered.
 - She has noted in education in general that students aren't failing, but they are taking a break from education more so than before Covid.
- As discussed last spring the department has done some realignment of the courses.
 - The Contracts Course which was in the second semester, moved to the first semester and moved from being a live course to an online and synchronous virtual college course.
 - Real estate moved from the third semester to the second semester, and stayed as a live, synchronous course.
 - Estates and probate, in our third semester is now the live, synchronous course for that semester.
 - As mentioned previously, the ABA requires nine credit hours of live, synchronous education for any ABA approved legal studies, paralegal program. We originally were selecting Contracts, Real Estate and Legal Ethics. We have now changed to Real Estate, Estates and Probate and Legal Ethics, because they just sort of fit a little better with the way we're envisioning the program progressing.
 - NTC has recently implemented a Diversity, Equity, Inclusion and Accessibility (DEIA) Initiative. The school has asked those that have volunteered (such as Tom) to select one course that they redesigned using DEIA principles
 - Tom chose Family Law, so over the spring and summer he redesigned it. The redesigned course includes:
 - new assignments and discussions, to provide a broader spectrum of opinions.
 - Native law and foreign law which looks at things from different ethnic perspectives.
 - the ever-developing issue of same-sex relationships, and the fact that it appears that the statute is going to be enacted on that it was just voted on yesterday in Congress.
 - The program includes the law office administration course and a legal computers application course. Those were both originally offered in the first semester. They have been split with the Law Office administration course, going to the third semester and the computers for saying in the first semester.
 - They have added an Ediscovery certificate to the Legal Computer Applications course through Disco Ediscovery school program. When students complete the program, they can print out a certificate and keep it and add it on their resume. It doesn't cost anything to the school or to the learners. We're adding that to the Council on Legal Education Opportunity (CLEO) certificate for the CLEO Case Management program that we've already offered in the past.
 - Tom explained that the program has another opportunity which is a comprehensive Legal Technology Certificate program, and it is through an outside vendor, the National Society for Legal Technology, that he has known for the last couple of years, and met with them at the American Association for Paralegal Education (AafPE) National Conference in Orlando last month. They have a legal technology course, and they have a second Ediscovery technology

certificate course as well that many paralegal programs are embedding into their technology course, which at NTC would be the Legal Computer Applications course.

- NTC uses a publisher called Cengage, because they have electronic versions of all of their materials, including a program called MindTap. That includes things like quizzes and assignments that the learners can do on their own. So for a program that is mostly online, it's really convenient for the learners and it has a modest fee of approximately \$140 a semester and covers all of the material that they use. They don't have a text book fee for each course like you would find in a traditional course.
- The problem with the National Society for Legal Technology Program is that there is a cost to it of approximately \$280/Student. At this time the department is internally debating whether or not this is a program option that NTC should offer. The way the paralegal program is set up, they either have to offer this to all of the students or no one. His concern is knowing some of the financial constraints of the students, and with the fact that they're already paying a technology fee, he's not sure that that this additional fee is justifiable.
- He does think that the benefits of this comprehensive training would be immense, and in the AAFPE American Association for Paralegal Education Seminar, about two thirds of the ABA approved programs are using this particular technology certificate program in their technology course. It is something that appears the industry is liking and it's something that the students apparently have very good things to say about. At this time, it is just something that the program is thinking about. It wouldn't be implemented probably until 2024 because they missed the deadline for curriculum changes for next year. The Ediscovery certificate we're doing, because that's at no cost. The CLEO certificate we're doing, because that's at no cost.
- The program also uses a text and learning material in their Legal Research and Writing program from an organization called Computer Aided Legal Instruction (CALI). They have offered it to NTC at no cost to the students, and of an incredibly modest cost to the program. This will allow students to use the program not only for Legal Research and Writing, but students can also tap into their other information from all of the other disciplines.
- Tom asked if there were any comments on whether or not they thought a Comprehensive Legal Technology Certificate would be beneficial. Angela asked Tom to talk about what type of technology students would learn in the program.
 - Tom stated it has 5 components to it.
 - It uses select case management software and gives hands on demos from an educational perspective. Students would receive a training certificate for having completed that.
 - Then the program focuses on document management software, things like Amicus Attorney, CLEO or Hot Docs.
 - Then it goes into some Ediscovery and legal billing,
 - Then it has a component of basic office technology using Estate Maps, Lexicata, a little bit in QuicBooks and Sharepoint, so it is very practical.
 - The final part is an overview of Trial Management and presentation software Trial Director and TimeMap
 - What they have been doing in the course is having students practice on the demo software or the live video demonstrations, but this is a much more comprehensive program than what the department can do on their own.

- Erin said from a former student perspective she would have paid the upfront cost to have some of the technology available to her. She said it was touched on in the program, but the students didn't get any hands-on practice and she thinks it would have been very beneficial to have had in the program. She said depending what practice areas the paralegal students go into, many students will be needing to use a lot of the technologies, especially with billing, so having the hands-on experience while at school would be good.
 - Tom said he appreciated Erin bringing up her experience because he said he had been thinking the same thing. The program has been a bit limited in what it can provide from a technology perspective with Cengage and the legal computer application textbook that the program is using had some of these software demos and things like that has been discontinued. Unfortunately, it's not available anymore, and a lot of the software had changed, so it wasn't as practical. Tom thinks that the benefits of this would outweigh the cost. The cost for doing it as a student is about a tenth of what they charge for the same program for professionals. The question is whether we can justify that cost.
- The Paralegal program is in the process of attempting to be added to the list of Wisconsin Certified Paralegal programs that are automatically approved programs. WTCS said that once the program is ABA approved, the NTC Paralegal program will most likely be added to the list of seven or eight paralegal programs in Wisconsin that are all WTCS programs that are on the approved list. Any student who graduates from a WTCS program is eligible to apply once they meet all of the other criteria for the certification. When the program is ABA approved and the program is added to the list, this will greatly enhance the chances of paralegal students becoming certified once they are eligible to do so.
- Regarding the Paralegal Studies, Tom has added an introduction of the Paralegal Association of Wisconsin (PAW) to the Paralegal Studies and Ethics Course. He asked Angela if they had any more material about PAW that he could add to the course. Tom has pulled some things from the website, but was looking for some marketing material that might be a little nicer.
 - Angela said they used to have brochures, but not anymore. She suggested that she and/or JoAnn could possibly speak to his classes and help explain what PAW does and answer any questions they might have.
 - Tom said he would suggest having them as speakers in the Legal Ethics and Professionalism Course and he would contact them in January about speaking to the class in the spring via Zoom.
 - Angela mentioned that at one of the last SBWCP program meetings she attended, they were discussing modifying some of the initial eligibility requirements and making sure that there's enough time for student's education, but also for their work experience. She said in the next year or so there might be some big changes made to the program. The changes that are coming are designed to make it a more substantive program and also make sure that it can maintain viability. Angela suggested letting students know that the application might be changing by the time they graduate.
- Tom asked Angela if they are monitoring the new paralegal licensure program from Minnesota and she said they were.

- Basically, some states are looking at licensing non-lawyers to provide a certain level of legal services directly to the public. They are working without attorney supervision (Washington, Oregon, Utah). These programs haven't been particularly successful. They ended the program in Washington because only 90 people decided to try for the license in the 5 years the program was running.
- Minnesota has taken a different approach. Their program is designed particularly for rural parts of the State, which is most of Minnesota, where paralegals can apply for a license which would allow them to provide certain direct legal services, including making basic court appearances, currently in landlord tenant cases, but they have to be associated with an attorney who has to properly train them, supervise them, and be responsible for the work product just like any other paralegal. Currently, there are sixteen states that have either attempted some type of program like this or are looking at it. Tom thinks the one in Minnesota actually is the one that appears to be the most practical and also the safest, because of the supervision of an attorney requirement. That means that the attorney has a higher level of risk, which hopefully would mean that they would be practicing more defensively and appropriately. This is just in the pilot program phase.
- Tom has not seen anything that indicates Wisconsin will try a program like this and Angela agreed.
- William said that Judicare is developing a program sort of like what Tom was mentioning. They are Legal Advocates and they are under the supervised supervision of an attorney, currently William because he's heading up the legal advocates program. One of their long-term paralegals has moved into that role. She has been observing William, and so she will now give information about expungements and pardons. Any letter or information that goes out is reviewed by William first. She also does outreach in which she's able to provide limited information and any information that goes out is information that's already been reviewed. She does give the consultations on unemployment and appeal information that can be found on the Department for Workforce Development Website. If additional legal advice is needed then it is referred back to the attorney. They found that a lot of what they did was help people go through information on the websites step by step or help them navigate how to fill out legal forms if they are trying to do it pro se (by themselves). Having a legal advocate who can do all of these things is helping Judicare to expand their reach beyond the 33 Northern Counties and all over Wisconsin for the Tribal Courts and into the rural areas. They currently have 2 legal advocates and are looking to add a 3rd. They have set up a model where they combine counties and have a kiosk where people can go to interact with the legal advocate for brief consultations. They hope this will also help them expand their services to rural areas as well. One of the legal advocates actually works with another attorney on a mediation project which is largely focused on landlord tenant law. This model has been working well for Judicare. William said he would love to see something like that come to Wisconsin so that more people have access to Justice.
 - Angela said as far as she knew there was nothing in the Legislature at the State Bar level where they are looking into this. She said in the states where it has been most successful, it's been a top-down approach, starting with the Judiciary. She said if people wanted to start the conversation with people might want to start with the Supreme Court if they have any contacts there.
- Tom also shared that the paralegal program has now qualified to apply for ABA approval and NTC is very much in favor of this. They will pay their fee and filing the application in the spring. It is about an 18-month process from application to approval so this would

be a long-term project. Tom has about 2/3 of the 44-page application completed and will come with an update about where they are in the Spring.

College-Wide Initiatives

Lisa went through the college-wide initiatives and told the committee that we will include it with the minutes.

- NTC College Update – Lisa Peterson
 - Message from NTC President Dr. Jeannie Worden thanking advisory committee members for attending and sharing your time and your experience and insight with NTC. It's invaluable as we develop programs that are intentionally designed to impact your companies with a prepared workforce.
 - NTC Board of Trustees – for more information see <https://www.ntc.edu/about/leadership-team/board-trustees>
 - Wausau Virtual Tour is LIVE! 360° views of many of the campus areas. Visit at: <https://www.youvisit.com/tour/ntc/80632>
 - New Programs for 2022-2023:
 - Diesel Technician Apprenticeship
 - Liberal Arts Associate of Arts
 - Liberal Arts Associate of Science
 - Garden to Market Specialist
 - New Programs coming next fall (2023):
 - Therapeutic Massage Technical Diploma
 - Hospitality Management Associate Degree
 - Smart Manufacturing Associate Degree
 - COVID Update - Open as normal for the fall semester, NTC will continue to monitor
 - Many students continue to opt for a virtual experience.
 - Facilities Updates
 - A Wing
 - Combining the Business and General Education areas.
 - WTPD relocated to the former School of Business area.
 - Alternative High School moved into the Center for Business and Industry.
 - Smart Manufacturing Lab is ready.
 - Communication Technology Center of Excellence was built.
 - CNA swap with Paramedic between the fall and spring semester.
 - Vet Tech Building is completed.
 - Faculty Center for Innovation and Inclusion (2nd floor Wausau Library).
 - Student Support – Resources available to our students
 - Unlimited access to free mental health services through **The Virtual Care Group**. (thevirtualcaregroup.com/ntc or 866-533-1827)
 - The **NTC advisor** can help connect the student with their emergency financial, computer and community resources.

- **Timberwolf Table**, NTC's food pantry for students.
- **Timberwolf Learning Commons**, with library, tutors and coaches available.
- **Student Scholarships**
- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun.

Other items

Lisa said we would like to try to keep the meetings to one hour and she would like feedback from the committee regarding that.

Next meeting schedule & agenda items discussion

The next advisory committee meeting will take place on Thursday, April 20th, 2023 4:30PM-6:00PM.

Radiography Advisory Committee Meeting Minutes

Date: 11/30/2022

Time: 1:30pm – 3:00pm

Location: Hybrid of In-Person (room 4015) and Zoom

Industry/Student Board Members

- Valerie Alft, Supervisor, Aspirus/Good Samaritan Hospital
- Michele Butalla, Regional Radiography Manager, Marshfield Clinic-Wausau Center
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Kevin Foley, Imaging Services Manager, Aspirus Langlade Hospital
- Leah Gumz, Staff Mammography Technologist, Aspirus Riverview
- Linda Hartleben, Clinical Preceptor/Staff Technologist, Aspirus Langlade Hospital
- Anne Kamke, Clinics Imaging Supervisor, Aspirus
- Jami Lotharius, Radiography Staff, Marshfield Clinic-Wausau Center
- Jay Patel, Manager of Clinical Radiology, Aspirus-Wausau
- Tracy Rekowski, Diagnostic Imaging Supervisor, Aspirus/St. Michaels Hospital
- Amy Roberts, Radiologic Technologist, Aspirus Wausau Hospital Radiology and NTC Radiography Adjunct/Clinical Instructor
- Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital
- Becky Stueber, Assistant Radiology Manager/Hospital Radiology, Marshfield Clinic-Marshfield
- Carrie Uthphall, Imaging Manager, Aspirus Riverview Hospital
- Mike Whitmore, Radiography Staff, Marshfield Clinic
- Staci Zdroik, Radiology Team Lead, Aspirus/St. Michaels Hospital

Attendees

Industry Members:

- Valerie Alft, Supervisor, Aspirus Merrill
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Linda Hartleben, Clinical Preceptor, Langlade Hospital Antigo
- Anne Kamke, Clinics Imaging Supervisor, Aspirus
- Alyssa Soyk, Clinical Manager, Aspirus Wausau Hospital
- Carrie Uthphall, Imaging Manager, Aspirus Riverview Hospital

- Tony Wadzinski, Clinical Preceptor, Langlade Hospital Antigo
- Staci Zdroik, Radiology Team Lead, Aspirus Stevens Point

NTC Team:

- Laura Ahonen, Associate Dean of Allied Health
- Becky Leopold, Administrative Assistant
- Jordyn Olson, Academic Advisor
- Marianne Rhodes, Radiography Program Director and Faculty
- Amber Schuck, Radiography Faculty

Other:

- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital

Welcome & Introductions

Sharon Cwikla, Director of Imaging Services, Aspirus Medford, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which facility they represented.

Update and Highlights from Last Meeting

Marianne Rhodes, Radiography Program Director and Faculty, reviewed the following updates and highlights from the spring 2022 advisory board meeting that was held on June 10, 2022. This is handout #2.

- All radiology departments were experiencing staffing needs.
- Radiography Program JRCERT Site Visit Scheduled for October 2022.
- Reviewed and confirmed Radiography Program mission statement.
- WTCS updates to Radiography Curriculum and credits related to six classes.
- Student use of electronics in clinical classes for homework is acceptable.

College-Wide Initiatives

Laura Ahonen, Associate Dean of Allied Health, shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC) and in the School of Health Sciences (SOHS). An outline of what was shared is below:



Welcome from the President:

- On behalf of the staff at NTC, thank you for serving as a member of a program advisory committee! Your willingness to donate time and share your expertise is critical in order to keep our program content and technology current and viable in an ever changing global economy. We appreciate your generous donation of your time and talent to our programs. –Dr. Jeannie Worden

Meet the NTC Board Of Trustees:

- Tom Felch (Central), Chairperson
- Paul Proulx (Central), Vice Chairperson
- Charlie Paulson (West), Secretary/Treasurer
- Troy Brown (East), Member
- Sherry Bunten (East), Member
- Tucona Crowder (Central), Member
- Michael Endreas, Member
- Keith Langenhahn, Member
- Heather Renzelmann (Central), Member

New Wausau Virtual Tour is LIVE!

- Marketing team has been updating the videos in all campuses.
- The [Wausau Virtual Tour](#) is live! You will notice that the tour includes 360 landing images and interactive hot spots at various tour stops. Check it out!
 - Student Life
 - Timberwolf Union
 - Spoons/Culinary Lab
 - Studio Max Salon & Spa
 - STEM Center
 - Automotive Lab
 - Machine Tool Lab
 - Welding Lab
 - Engineering & Advanced Manufacturing Center of Excellence
 - ITEC Lab
 - “A” Building
 - Timberwolf Learning Commons

- Center for Health Sciences
- Timberwolf Suites
- Agriculture Center of Excellence

COVID Update:

- The Executive Leadership Team (ELT) continues to monitor COVID levels and spread in our area and plans to be open as normal for the fall semester. NTC is a mask-friendly campus.

School of Health Science Updates:

- Healthcare 4.0
- Radiography (JRCERT) Site Visit – October 13 & 14, 2022
- Nursing (ACEN) Site Visit – November 2-4, 2022
- New Faculty – Surgical Technology, Medical Assistant, and Nursing Assistant
- CNA (Certified Nursing Assistant) Program will be relocating into the School of Health Building – 2nd floor

Student Support:

- The following are resources available to our students:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - The **NTC advisor** can help connect the student with other emergency financial, computer and community resources
 - **Timberwolf Table**, NTC's food pantry for students
 - **Timberwolf Learning Commons**, with library, tutors and coaches available
 - Student Scholarships
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Facilities Update:

- "A" Wing:
 - Combining the Business and General Education Areas

- Workforce Training and Professional Development relocated to the former School of Business area
- Alternative High School relocated to the Center for Business and Industry
- Industry 4.0 – Smart Manufacturing Lab opened this fall for students
- Communication Technology Center of Excellence has opened
- Vet Tech Building is open and located at the NTC Agricultural Center of Excellence

Workforce Training and Professional Development Initiatives

As part of the Workforce Training and Professional Development Initiatives, flyers for the spring 2023 Mindtrekkers event are attached (handouts #3 and #4). In addition, the Workforce Training and Professional Development division is offering lifestyle and community courses, which are coming up on the schedule. These classes are to include dance classes, art classes, health courses, public speaking courses, and culinary classes. There is also a new page on the NTC website for the Workforce Training and Professional Development offerings. On this page you will see various trainings and services that NTC, and this division, are offering. The web page now is divided into continuing education courses, life enrichment and community courses, and there is a section on apprenticeship offerings. To access this new and exciting page, please visit www.ntc.edu, and select “Workforce Training & Professional Development” (located at the top of the page) and you will be able to view all of the offerings. If you have any needs or questions, please reach out to Brad Gast, Dean of Workforce Training and Professional Development at gast@ntc.edu.

Industry Trends

Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, asked if those in attendance could give an update on what is trending at their respective facilities.

Alyssa Soyk, Clinical Manager, Aspirus Wausau Hospital, shared that her facility is getting three new flat panel “C” arms, so far two of them are in house and they are currently in use.

Valerie Alft, Supervisor, Aspirus Merrill, spoke that her facility received a generous donation from an anonymous donor and with this they are able purchase some new equipment such as a contrast warmer and a new echo bed, but nothing specifically for the radiology area. Valerie is

trying to get another DR (Digital Radiography) machine, however, this may need to wait until next year's budget.

Tony Wadzinski, Clinical Preceptor, and Linda Hartleben, Clinical Preceptor, Langlade Hospital Antigo, indicated they received a new DR room this fall but other than that nothing new at their facility.

Anne Kamke, Clinics Imaging Supervisor, Aspirus, indicated that Family Physicians moved their clinic to their Wausau Third Street clinic and that X-ray is up and running at this new building downtown.

Staci Zdroik, Radiology Team Lead, Aspirus Stevens Point, indicated that her manager, Julie Craig, will be retiring in December and Tracy Rekowski, current supervisor, will be stepping up as an Interim Director. There are no new changes in equipment, however, she has a need for two full time technologists.

Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital, noted that from a student placement perspective, there are no changes in their processes.

Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, shared that at the Medford location they are undergoing a construction project for nuclear medicine. The two radiography students at her facility are doing fantastic and Sharon is hoping one of them will stay on after graduation as an employee.

Marianne Rhodes, Radiography Program Director and Faculty, asked Anne Kamke what type of X-ray services can be/are provided at their downtown facility and if this facility could be a clinical site in the future. Anne indicated it is currently just general X-ray, however, once the walk-in department is there it could potentially be an additional site for students.

Program Updates

Amber Schuck, Radiography Clinical Coordinator and Faculty shared the following program updates with the advisory board:

- Enrollment Report
 - Student Enrollment
 - Currently, the program has 13 second year students; this cohort started with 19 students.

- The first year currently has 18 students; this cohort started with 20 students.
- Overall, there are 31 total current students in the program
- Radiography Club
 - Candy bar sales
 - Club raffle
 - Large donation to ARRT (American Registry of Radiologic Technologists) Scholarship Fund from the class of 2022

Marianne Rhodes, Radiography Program Director and Faculty, continued the meeting with the following updates:

- NTC's Radiography Program had their JRCERT Site Visit this fall (October 13 and 14, 2022) with great success. Some of the highlighted areas were:
 - Beautiful college, facilities and lab have extensive resources for student learning.
 - Dedicated and appropriately credentialed staff/faculty/clinical partners.
 - Strong support from clinical preceptors and departments.
- Suggestions for the Radiography Program:
 - The program would benefit from additional full-time faculty. (NTC is currently recruiting for this position)
 - Students would benefit from additional rotations to other clinical sites.

Marianne asked those in attendance today to give their feedback on additional rotations during clinicals and not having the same student the entire time of clinical. Also how does the group feel about the students doing their competencies if it is not their regular student?

Valerie Alft, Supervisor, Aspirus Merrill, did have one student that rotated through her facility, but it was only for one day. It is a great idea, but Valerie feels she would need to have the student at least two to three days as the students don't really get a feel for the department in just one day. Valerie also noted that it may be a challenge for the students as the technologist will not know the student and what their capabilities are versus a student that they work with every day. Valerie would be open to try moving more students moving through her facility.



Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, absolutely supports moving students through more than one clinical site. She feels that it can really open up the eyes to the students to see the different facilities, see how different technologists teach, and to use (possibly) outdated equipment versus brand new equipment. This opportunity could be very helpful in teaching students to be more flexible with their surroundings and what they will encounter when they graduate.

Linda Hartleben, Clinical Preceptor, Langlade Hospital Antigo, would be on board having students rotate through different sites, however, more so in the students second year of the program when the students are a little more established. This experience of using different equipment, seeing different protocols, and possibly getting the opportunity to see more exams at one place versus other facilities would be valuable. This should also help push students out of their comfort zone and help them become more adaptable.

Staci Zdroik, Radiology Team Lead, Aspirus Stevens Point, shared that Chippewa Valley currently does this type of rotation with their students. However, with being short staffed it would be somewhat difficult to do a mini orientation each time someone new came and it puts a little more strain on the techs.

Alyssa Soyk, Clinical Manager, Aspirus Wausau Hospital, is open to more students rotating through her facility and being able to see where their skillsets are. A lot of students already rotate through Aspirus Wausau Hospital because of the Operating Room.

As a recap, Marianne inquired if anyone at today's meeting had any concerns if NTC takes a look at having some more weeks, hours, and assignments added into the program for next year. The board was in agreement that they would be open to changes.

Amber Schuck, Radiography Clinical Coordinator and Faculty, wanted to note that should the program make the change in clinical rotations, students would still be going to MRI, CT, and interventional for a week and the changes would be made across the board that all students would rotate between facilities. Marianne concurred that, yes, if the change is made it would be for all students.

Marianne added one final note regarding the JRCERT site visit sharing that the JRCERT spring (2023) meeting will provide the final accreditation decision. The Radiography Program is expecting the full eight years (the maximum) to be awarded as the program is in full compliance with all expectations.

- WTCS (Wisconsin Technical College System) Clinical Credit Changes – Initiated fall 2022:
 - Clinical Credits were recalibrated
 - Maintain 15 credits of clinical
 - Maintain 1350 hours of clinical
 - Moved hours within semesters
 - Senior Class
 - Would have taken 16 vs 15 clinical credits
 - Each student provided with 1 credit cost reimbursement

Assessment

Marianne Rhodes, Radiography Program Director and Faculty, spoke on the Program Assessment Meeting that was held on November 17, 2022 (handout #5). Below is a review of the employer follow-up surveys received regarding the 2021 graduates. Only seven surveys were returned of thirteen sent.

	Strongly Agree	Generally Agree	Neutral (Acceptable)	Generally Disagree	Strongly Disagree
Knowledge	48%	33%	19%		
Clinical Proficiency	46%	48%	6%		
Communication	45%	50%		5%	
Professionalism	56%	30%	10%	4%	
Hire another Grad?	100%	0	0		

Strengths noted were:

- Open to feedback
- Willing to take on fluoro
- Quick to adapt to OR
- Self-motivated

Opportunities for improvement were:

- More clinical hours and “off hour” clinical

- Rotations for all students to go to different sites
- Continue to develop OR and trauma training

Graduate surveys were also discussed at the assessment meeting for the 2021 grads. All 13 of the surveys were returned (handouts #6 and #7).

	Strongly Agree	Generally Agree	Neutral (Acceptable)	Generally Disagree	Strongly Disagree
Program Satisfaction	62%	38%			
Knowledge to function in role	65%	33%	2%		
Clinical Skills	65%	31%	2%		
Professionalism	79%	18%	3%		
Average hourly wage	\$23.90/hr				

Strengths noted were:

- Realistic outlook of the field
- Strong Instructors willing to stay late or come in early to help me learn
- Same instructors for two years, develop relationship with them
- Hands on learning in the clinical experience

Opportunities for improvement were:

- Possibly could have pushed us a bit more
- Minimize historical content in curriculum
- More information on how to tell if images are passable
- Not comfortable with technique setting
- Financial aid process

There was a discussion on how to tell if images are passable or not and the group believes that this should be done at the clinical rotation. However, it should be a conversation between the clinical preceptor and the student on why the student thinks the image is passable or not and what is correct/incorrect with images taken. Marianne (Rhodes) and Amber (Schuck) will have a discussion with the clinical preceptors and come up with a plan.

Program Growth Discussion

Marianne Rhodes, Radiography Program Director and Faculty, provided information on the Marshfield Clinic Radiography Program and how NTC will transition the students from this program into the NTC Radiography Program, if approved.

- The transition would begin in January 2023 to NTC
- Marshfield Clinic would continue as a clinical site for students
- Student capacity at NTC would increase from 20 to 27 students per year
- Lab class sections would increase
- Radiography faculty would increase from two full time faculty to three full time faculty
- Additional adjunct would be added as needed
- This transition would require JRCERT approval

CT Program Progress:

Marianne has had discussions with Heidi Nichols, CT Faculty, as to how NTC can compete with MTMI (Medical Technology Management Institute) for students. Marianne asked the board if they had any suggestions for NTC. Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, feels like NTC is in a tough spot, her staff like to go to MTMI to get all the training complete in one week. Valerie Aft, Supervisor, Aspirus Merrill, states her staff found programs that were on line and at their own pace for roughly a \$300 fee. This is the first time someone has done on-line so Valerie will let the group know how this person does. Tony Wadzinski, Clinical Preceptor, Langlade Hospital Antigo, shared that some tech have done on-line and have been successful, and others have attended MTMI and have also been successful. The board states that the weeklong session is a good fit for technologists and makes for better planning for the facilities when their employees need this training.

Clinical Policy

Marianne Rhodes, Radiography Program Director and Faculty, provided an update on the shielding policies (handouts #8 and #9).

- ASRT – January 2021 Update on Gonadal and Fetal Shielding (handout #8)
 - ASRT Board supports the continued use of lead shielding; such as placement of a lap shield during radiographic extremity procedures.

- JRCERT Position Statement on Gonadal Shielding in the Clinical Setting states “gonadal shielding should only be utilized when it will not interfere with the purpose of the examination.”

Marianne inquired if facilities were going to be revisiting the shielding versus non-shielding discussion or if this was a non-issue in local radiography departments.

Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, spoke that from an Aspirus perspective this was a discussion approximately two years ago they had with their medical physicist and the topic was tabled at that time due to COVID. Sharon states there are pockets within their enterprise that have discontinued shielding, however, there has not been the resources to continue with the discussion organization wide.

If anyone has a new policy, or is working on a new shielding policy, please share this information with Marianne and Amber so that the program at NTC can mimic what is happening in the facilities for staff and patients.

Other Items

Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, asked if anyone in attendance today had any other topics they would like to discuss. As the group did not, the meeting was adjourned.

Next Meeting Schedule & Agenda Items Discussion

A spring 2023 Radiography Advisory Board date and time was not scheduled at this meeting. As the spring semester nears, more information will be emailed to the advisory board.

Date: December 13th, 2022**Time:** 12:00pm-1:30pm**Location:** Zoom and Ag205

Meeting Attendees

- Melissa Heise, Swiderski Equipment, Inc.
- Sly Krautkramer, Swiderski Equipment, Inc.
- Chad Glaze, Vine Vest North, Inc.
- Josh Schmidt, Ag Country
- Aaron Hoffman, DC Everest School District
- Ed Sabey, ProVision Partners
- Bryce Stetler, Service Motor Company

NTC Team

- Greg Cisewski, Dean
- Charl Van Der Nest, Senior Director of Farm Operations/ Animal Science Faculty
- Steve Krueger, Crop Science Faculty
- Trevor Frank, Garden to Market Faculty
- Bobbi Lee, Learning Coordinator
- McKenna Dassow, Student Success Assistant/ CSR

Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

College Wide Initiatives & Events

- A PowerPoint presentation was shared with the committee.
- The Diesel Tech Apprenticeship program fully embeds into the Diesel Equipment Mechanic program (Technical Diploma) and the Diesel Technology Program (Associate's Degree). Students who participate in the Apprenticeship, will receive their Technical Diploma. The contract for the program is dependent on what works for the student and the place of employment. NTC's current enrollment for the Apprenticeship program consist of one student. The program will continue with an annual Fall start. NTC has also started a certificate that coincides with the Diesel Equipment Mechanic Technical Diploma. Currently, the diesel and utilities programs have CDL as a requirement for the program. In the future, NTC is hoping to include CDL in with the agricultural programs as well.
- CNH has a top tech program that 20 schools are in partnership with. NTC has looked into the partnership, but we don't have much room for the equipment nor do we specialize enough in the topic. Greg stated he would be willing to look into it more to see what we would need to do to become successful in it. Melissa and Sly stated they would be willing to help with the process.

Date: December 13th, 2022

Time: 12:00pm-1:30pm

Location: Zoom and Ag205

- New Holland released Precision Land Management (PLM) software allowing curriculum at the high school level. Teachers can download materials to teach which gives students a head start to a certification to become a technician.

Continuing Education/ Workforce Training & Professional Development Initiatives

- We hold a wide variety of continuing education classes. NTC would be willing to find someone to teach courses if there is a topic we do not already have.

Instructional/ Program Discussion

- Enrollment for courses has been stable. The veterinary technician program is drawing in students. Many students that decide they are not interested in that career path, change programs to either crop science or dairy science.
- Garden to Market Specialist program is a Technical Diploma with a focus towards urban agricultural. Our partnership with NRCS will continue to flourish as that is also one of their current focuses. This program will share resources with the Crop Science program as well as having its own resources such as the grow pod. The produce created through this program will be shared with NTC's Culinary Program.
- Dual Credit Day was a success. We had different hands-on experiences for students such as the fistulated cow, dissection of eyeballs, and a rainfall simulator.
- Charl stated PAS will not be competing for dairy challenge. They are however starting their preparation for state and national conferences. State conference is looking at having a career fair. Charl asked if any industry members would be interested in participating by setting up a booth as well as judging some competitions. State competition is held Monday February 13th & Tuesday February 14th for industry members. State PAS will be able to cover the cost of meals, but companies will have to cover their travel and lodging fees.

Grants

- Last semester we had one student participate in the NRCS internship. It was a great opportunity for the student and they wanted to hire her immediately upon finishing the internship.
- NRCS also is a grant partnership with NTC. We are in the process of creating an agreement for them to use our facility for training of their employees.

Industry Trends

- Technology is advancing within the industry. It's nice to have workers who are already experienced with the technology. There was an agreement that the apprenticeship program is a

Date: December 13th, 2022

Time: 12:00pm-1:30pm

Location: Zoom and Ag205

good length of time. Many stated that customer service skills are what employers are looking for.

Other

- Farm Technology Days was a great success. There were hundreds of industry people. NTC had many people looking for CDL training.
- Build Your Future was very successful with a little over 800 high schoolers attending. Although it was cold and rainy, people still had fun and it was great to get people back out to the farm after Covid. There were a lot of hands-on experiences available for students to engage with. Greg is hoping to do this again next year with more hands-on displays for the students to engage with or have the students for a shorter duration of time.
- The Spring career fair is currently on hold.
- Steve stated he is happy to have a coworker so closely related to his programs. With that, Steve is retiring in January.
- There have been many employee changes at the NTC farm. Chris Langenhahn and Katie Van Der Geest both are no longer employed at NTC. Charl has taken on the role as Senior Director of Farm Operations. He has been a part of dairy operations his whole life. The farm is here for the students as a learning opportunity, we are not trying to compete with other producers in the area. Greg and Bobbi are now located out at the farm to be closer to both the faculty and the students.

Future Meeting Date & Time

- April 25th – 12:00pm- 1:30pm
- Chad stated he would like to see more high school staff involved in these advisory meetings.

(Optional) After Meeting Facility Tour

- Given the meeting ran late, the facility tour will be held next meeting.



Date	Event	Troy Brown	Sherry Buntin	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2022										
MONDAY July 11	Annual Organizational Meeting	X	X		X	X	X	X	X	X
July 21-23	WTC DBA Summer Meeting (NTC)		X			X			X	X
August 16	Regular NTC Board of Trustees Meeting	X	X	X	E	X	X	X	X	X
September 27	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	E	X
October 6-8	WTC DBA Fall Meeting (CVTC + Zoom)								X	
October 18	Ribbon Cutting: Industry 4.0: Smart Manufacturing Lab		X			X	X		X	
October 18	Regular NTC Board of Trustees Meeting	E	X	X	X	X	X	X	X	E
December 6	Regular NTC Board of Trustees Meeting (Lunch at 12:00 p.m. w/Foundation Board)	X	X	E	X	X	X	E	X	X
December 10	Graduation (10:00 a.m. @ The Grand Theater)			X		X			X	
2023										
January 10	Regular NTC Board of Trustees Meeting									
January 11-13	WTC DBA Legislative Seminar (Madison)									
February 7	Ribbon Cutting: Studio 7									
February 7	Regular NTC Board of Trustees Meeting									
March 7	Regular NTC Board of Trustees Meeting									
April 4	Regular NTC Board of Trustees Meeting									
April 20-22	WTC DBA Spring Meeting (Gateway Technical College)									
May 2	Regular NTC Board of Trustees Meeting (Tentative: Agriculture Center of Excellence)									
May 20	Graduation (Wausau West Fieldhouse)									
June 6	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:30pm)									

All Regular NTC Board of Trustees Meetings begin at 1:00 p.m. and are held on the Wausau Campus located at 1000 W. Campus Drive, Wausau, WI 54401 in Timberwolf Conference Center/Room D100 and via Zoom unless otherwise noted.

FEMA project well underway



MAKING PROGRESS - The FEMA building in Abbotsford will double as an emergency area where people from the community can go during severe storms as well as a classroom area and gym for elementary school students. The gym, shown above, has a majority of the walls in place and the roof is in place. The floor will be poured in the near future.

STAFF PHOTO/NEAL HOGDEN

By Neal Hogden

Abbotsford District Administrator Ryan Bargender gave the school board an update on the FEMA project at the board's monthly meeting on November 22.

The walls and ceilings are currently in place for a majority of the project. The framework for the gymnasium as well as classrooms that will be in the building are taking shape. The large amount of concrete and rebar in the walls and ceilings are what classifies the building as a storm shelter and what ultimately qualified the project to be used for FEMA funds which helped fund a majority of the project.

Most of the concrete for the project has been poured and is in the process of being cured. That process could take up to 28 days, Bargender said. With the cold weather that has gone through the area as of late, Bargender said HSR Associates, the district's engineering team, has been lobbying on the school's behalf for a warranty for any concrete that might have issues curing with the cold temperatures.

"We had a couple of different meetings," Bargender said. "The roofing company said they've done quite a few roofs like ours and they've never had an issue. If there is an issue, it will hap-

pen right away."

The building's doors and windows have largely been covered in plastic in order to heat the inside of the building which will allow the concrete to cure faster.

In the coming days, Market and Johnson will be pouring concrete for the west classroom area and bathrooms. They will install concrete masonry units on the equipment platform walls, continue truss and bracing installation, continue with plumbing to be installed throughout the building and other utilities will be placed while construction continues.

"Overall the project is going well," Bargender said.

The project has used 40% of the district's contingency fund which was set aside for change orders and unexpected costs.

The area remains an active worksite so students, staff and parents are prohibited from entering the fenced construction area.

Other business

■ The board took a primary look at next year's school calendar. The Wednesday late starts will once again be in place and a week-long spring break will take place from March 25 - 29, 2024.

■ The district will be getting an estimated \$7.725 million in state aid for the 2022-23 school

year. It will also receive \$42,563 in high-poverty aid from the state for the 2022-23 school year.

■ The Department of Public Instruction released its district and school report cards for the 2021-22 school year. The district scored a 66 which is categorized as meeting expectations. The score is down 12 points from the district's score of 78.6 (exceeding expectations in 2020-21). However, the department put out a disclaimer stating the numbers could be inflated or deflated by Covid measures.

■ The district went through an active shooter drill on October 13. Bargender said in his report that the drill focused on reuniting kids with their parents and said it went well.

■ The district will be adding various classes to the curriculum rotation over the next couple of years.

Business teacher Brett Nelson will be bringing a new look to Investment & Insurance Strategies for Financial Success, Strategies for a Successful Work - Life Balance, Leadership Skills and Athletic Administration. The department now headed by Jillian Tyler will be adding a Feed the World class and will be working with NTC to add some additional dual credit opportunities.

Nov
30

2022

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59%

WI tech college enrollment up 10%

BY **RICH KREMER**
Wisconsin Public Radio

Enrollment across the Wisconsin Technical College System grew by more than 10 percent during the 2021-22 academic year. The increase follows a double-digit enrollment decline driven by the COVID-19 pandemic and marks the largest gains for the system in at least a decade.

All of the state's 16 technical colleges saw enrollment gains during the 2021-22 school year, according to the most recent WTCS Factbook.

In Ashland County, Northwood Technical College's enrollment was up 5% as compared with the previous year. Nicolet Area Technical College in Rhineland saw the largest increase of 21.9%. Western Technical College in La Crosse reported a 19% increase and Northcentral Technical College in Wausau posted gains of 15.5% year-over-year.

The enrollment growth marks a notable turnaround for Wisconsin Technical College System, or WTCS, which saw a 13.2% decrease during the 2020-21 academic year driven by the pandemic. During that span, a majority of colleges saw double-digit declines and some saw enrollment fall by more than 20%.

Overall, WTCS added 25,669 students in the 2021-22 academic year.

WTCS President Morna Foy told Wisconsin Public Radio the enrollment growth is great news for the state's tech colleges, but there's still a ways to go before numbers hit pre-pandemic levels.

"It's a really good sign for our students, for the state's economic and health situation," Foy said. "And it's also a



Students at Milwaukee Area Technical College spend time together in the Student Center. MATC has numerous programs aimed at broadening access to a college education, including free tuition and debt forgiveness to qualifying students and dual enrollment programs that allow high school students to earn college credit. (Photo contributed by MATC)

really sort of affirmation that a lot of changes and things that we are doing in the system are having the intended effect."

Foy said colleges have been working to adapt to changing student needs. That means building more flexibility into class schedules to accommodate child care needs for working parents and providing more online options for those with difficulty finding transportation.

Foy said technical colleges have also been working on "stacking credentials" by allowing students to work on professional credentials or certifications that build before starting a new career. One example, she said, is apprenticeships tied to tech college programs that allow students to pursue multiple career goals at the same time.

"They are coming to a technical college for their related classroom instruction," Foy said. "But that's typically maybe one day a week or a half a day a week. And then they're also

taking courses that give them a one-year or two-year technical diploma."

Western Technical College President Roger Stanford said much of their 19% growth in enrollment is coming from increased contract training for employees. He said companies like Ashley Furniture or Gundersen Health System who may not be able to find enough college graduates are matched with instructors who teach new skills to entry-level employees while they work.

"It's why it's so popular right now, because they just can't wait two years for somebody right now," Stanford said.

The number of high school students seeking certifications or diplo-

mas has also rebounded at Wisconsin technical colleges. Enrollment in what WTCS calls "dual credit" programs fell to 49,422 during the 2020-21 academic year, the first annual decline in the past nine years. The most recent data shows 57,219 high school students taking dual credit courses, which is an all-time high.

Since the start of COVID-19, public two-year colleges experienced some of the most significant enrollment declines. Data from the National Student Clearinghouse Research Center showed a 9.4% decrease in the fall of 2020. That trend continued this fall when the center reported a projected 5.4% drop in enrollment.

Chequamegon Symphony Orchestra
presents
A "Romantic"
Holiday Mix





Colby career day

A number of professionals met with students at Colby High School about career paths they can choose after graduation. Representatives from Short Lane Ag Supply, Klingbeil Lumber, Swiderski Equipment, Clark Electric Cooperative, Colby School District, Forward Bank, the U.S. Marines, Clark County Health, Marshfield Clinic, Taqueria El Sol Restaurant, Maurina Schilling Funeral Home, CESA 10, Abby-Colby Police Department, Clark County Sheriff's Department, Loos Machine and Automation, [NTC](#), Pierce Company and Highway Collision Center participated in the event. Below: Colby Graduate of 2014, Eric Pinter, explains to students how heading into the automotive field can be a great experience for the right person. Above: Officer James Wagner (left) and Officer Alex Bowman (right) of the CAPD speak to students while K9 Dodge plays with a chew toy.

STAFF PHOTOS/NEAL HOGDEN



State tech colleges rebound with large uptick in enrollment

Dec
15

2022

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95%

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Foy said colleges have been working to adapt to changing student needs. That means building more flexibility into class schedules to accommodate child care needs for working parents and providing more online options for those with difficulty finding transportation.

Foy said technical colleges have also been working on "stacking credentials" by allowing students to work on professional credentials or certifications that build before starting a new career. One example, she said, is offering apprenticeships tied to tech college programs that allow students to pursue multiple career goals at the same time.

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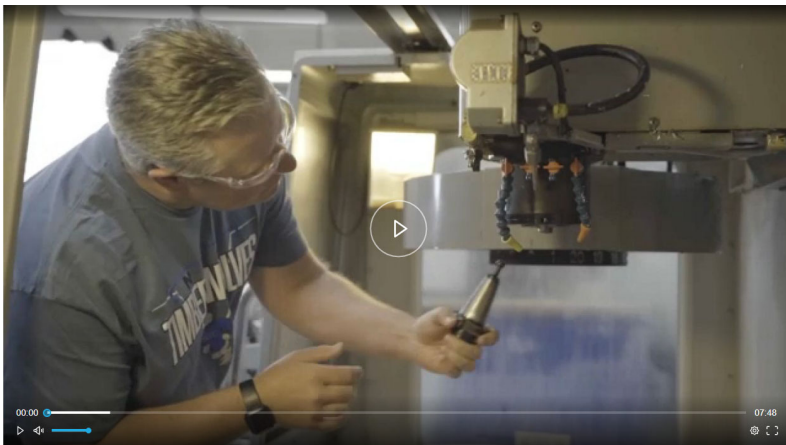
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Rich Kremer of the Wisconsin Public Radio news service wrote this story.





In Focus: Training the next generation of workers for central Wisconsin

BY JESSICA GERACI MADISON

PUBLISHED 10:00 AM ET NOV. 20, 2022

WAUSAU, Wis. — The businesses and workers of central Wisconsin have relied on Northcentral Technical College for more than a century to train a first-class workforce.

From two-year degrees to apprenticeships, the college's programs are in demand now more than ever. College staff report strong enrollment for degrees in health sciences and engineering. Students learn on the same equipment and technology that they'd use on the job, whether that job is welding, manufacturing or data analytics.

"We are very closely aligned to the employers throughout our district to make sure that we offer the programs that are in demand at the times they are needed," said Dr. Jeannie Worden, President of Northcentral Technical College.

Worden has spent three decades at NTC and was appointed to lead the college in April 2021. One of the most notable changes since she's taken the top job is that more students are attending part-time and working while in school. Worden said that has challenged the college to offer more flexibility to students. One key to flexibility at the college is its staff, said Worden, as the college utilizes both full-time and adjunct faculty with real world experience to train students.

"We're fortunate to have a very strong partnership with our employers," Worden said. "Really having faculty who are content experts not only in teaching but also content experts in their industry to make sure that our student are learning the latest opportunities."

The college rolled out a program called NTC Connect in August 2021. This option allows students to change how they attend a class, switching between in person and virtually depending on their schedule.

"We've needed to work on our instructional design to make sure that that learning opportunity for students, regardless of how they chose to participate in that class, is high quality and engaging," said Worden.

Worden and other staff meet with employers on a regular basis to understand what skills employers are looking for from applicants and if the college needs to make changes to its curriculum. Each program has an advisory committee made of up local businesses to offer feedback on industry challenges. Recently, the college opened a smart manufacturing lab where students can get up to speed on the latest automation and manufacturing techniques. The focus is now on updating health sciences, agriculture and transportation programs.

“We are focused on those areas in direct response to what our employers are asking for because of that workforce challenges,” said Worden.

These ongoing conversations allow the college to adapt quickly in order to better support the economic health of the region. With a proud 150-year history in the region, the college’s administrators believe they have laid a foundation for another successful century training the workforce in central Wisconsin.

Northcentral Technical College using 'Timberwolf Table' food pantry to help students fight food insecurity



By [Nolan Bulmahn](#)

Published: Dec. 8, 2022 at 7:30 PM CST

WAUSAU, Wis. (WSAW) - At Northcentral Technical College, the Timberwolf Table is a campus food pantry helping students in need of a meal for five years.

"We want to feed a student for a day," says Shawn Sullivan, Director of Student Development. "It's just a nice mix of ways that students can grab food and be able to know that at least for one day, they're gonna have something to eat."

Back in 2017, students began speaking out about the lack of food they received at home.

"Sometimes, when we would have events that would have free food, students would tell us this is the only meal they were going to have that day," says Simmons. "So as you continue to hear that, and as students share that information, we saw that there was the need."

Student leaders then took action, ultimately creating the Timberwolf Table. A food pantry that not only provides food for those in need, but one that ends the stigma surrounding food pantries, allowing students to remain anonymous.

"I think it's something that's really important, something that isn't talked about enough, something that's stigmatized," says Keira Simmons, Student Development Specialist, NTC. "And so just the fact that you know it's out there and people are talking about it and that it's here, I was so excited about that."

There aren't any specific requirements to receive food from the Timberwolf Table.

"That's not a definition we're interested in creating," says Sullivan. "If a student needs food, then they feel like they need food, they need food."

Five years and counting for all the good Timberwolf table has done for the NTC campus and the students who are leading the cause.

“Not only does the college community rally around our students to help them with anything they need to be successful here, but especially they will focus on Timberwolf Table.”

To learn more about Timberwolf Table, and how you can donate, [click here](#).

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Enrollment at Wisconsin technical colleges grows by more than 10 percent

Increase marks notable turnaround for state colleges hit hard by COVID-19 pandemic

By Rich Kremer

Published: Thursday, December 8, 2022, 6:50am

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Marathon School District
1d · 🌐

🎉 Congratulations to Marathon High School and to the dual credit students who took part in earning credits with the Northcentral Technical College!
Let's wish these #MarathonPride students well as they continue working toward their future goals!!

58

DUAL CREDIT STUDENTS


at


Marathon High School


attempted 196 college credits
from Northcentral Technical College, saving

\$30,772

in tuition during the 2021-22 academic year.






 Northcentral
TECHNICAL COLLEGE

 NTC



Antigo Legacy Mosaic Mural Project
December 19, 2022 at 6:07 PM · 🌐

Shout out to the Northcentral Technical College-East Campus crew for helping make tiles last week!
#NTC #StartHereGoAnywhere #AntigoPride #belonging #publicart





Wausau Fire Department

December 12, 2022 at 2:29 PM · 🌐

The Wausau Fire Department and Northcentral Technical College are hosting a professional development event right here in Wausau on February 18th! Please welcome Mike and Anne Gagliano for a day filled with professional and personal development.

Please view the attached flyer and share the event with emergency services throughout the state. Our goal is to bring speakers to the Wausau area on an annual basis to help broaden perspectives and refresh the passion to serve others through our profession.

<https://www.ntc.edu/.../mike-gagliano-fire-services-seminar>

**WORKFORCE TRAINING +
PROFESSIONAL DEVELOPMENT**

**Fire Services Seminar with
MIKE GAGLIANO**
*Retired Captain of Ladder 5 and a member of the Seattle
Fire Department's Strategic Planning Leadership Group*

February 18, 2023
Northcentral Technical College
1000 W. Campus Drive, Wausau, WI 54401



Professional Development Sessions
\$30/person

This House Rocks | 9:00 a.m. - 12:00 p.m.
There is nothing quite like a firehouse. It can be the most incredible experience of your life or a miserable exile to purgatory. Learn how to build and enjoy the type of firehouse everyone wants.

Lunch (provided) | 12:00 p.m. - 1:00 p.m.

Art of Go/No-Go | 1:00 p.m. - 4:00 p.m.
The toughest and most critical decisions you make in your career typically revolve around committing to an interior attack or choosing another route. This training seeks to help you make the best decisions possible.



Bonus Session!



The Challenges of a Firefighter Marriage
\$15/person
7:00 p.m. - 9:30 p.m.
Real life husband and wife team Mike and Anne Gagliano take an honest, hard-hitting look at what is happening to firefighter marriages and why. They examine what makes this profession different than any other and how those differences impact marriage.
Bring your spouse!


*Featuring
Anne Gagliano
Wife of Mike Gagliano*

 To learn more + register, visit: www.ntc.edu/calendar/2023/02/18/mike-gagliano-fire-services-seminar

CONTACT US FOR MORE INFORMATION: 📞 715.803.1301 • ✉ ce@ntc.edu

Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admission or its programs or activities. The following person has been designated to handle inquiries regarding the College's nondiscrimination policies: Equal Opportunity Officer, Northcentral Technical College, 1000 W. Campus Drive, Wausau, WI 54401, Phone: 715.803.1307



News 9 WAOW

December 9, 2022 at 7:00 AM · 🌐

Both Northcentral Technical College and Nicolet College are seeing substantially increased head counts for this year, both making a jump of more than 15%.



WAOW.COM

Technical colleges see sizable boost to enrollment

WAUSAU, Wis. (WAOW) -- Multiple area technical colleges say they have seen a boost in enroll...



30

4 comments 1 share



Madelyn Kressel is at Northcentral Technical College.

December 13, 2022 at 3:19 PM · Wausau · 🌐



Your newest dental assistants 🦷 🎓



👍❤️ 42

24 comments



Canaland Early Learning

December 16, 2022 at 6:33 PM · 🌐



We have another special birthday! 🎉 Happy Birthday to Ms. Carlee Helbach! 🥳 Carlee works with our infants and toddlers, and she adds so much joy and laughter to our lives! 🥰 She currently attends Northcentral Technical College and is studying to be a NICU nurse! 🧑🎓

We are incredibly blessed that she is part of the Canaland family. We love you Carlee! ❤️





Cattail Organics is at Northcentral Technical College Agricultural Center Of Excellence.

2d · Wausau · 🌐

It's farm meeting season (with three days of meetings later this week) and it's also guest speaker season! It was great to get out to the farm campus @ntcwausau to talk sociology of agriculture today. I forgot how overexcited I get in a classroom setting.

There are some really exciting things happening at NTC including a meat processing/butchering training program and a new farm to market certificate program which is a way to explore market farming as a first or second career.



Grace Koehler · Merrill-Lincoln County Community Group

2d · 🌐

Hi! I would like to invite everyone to Northcentral Technical College (NTC) from 9AM - 5PM on Wednesday, November 30 to help support the NTC Welding Club!

My peers and I have been hard at work creating unique Christmas and holiday decor to raise funds to go on trips and tours as well as pay for expenses when we compete at SkillsUSA competitions.

You can find these items in Room H136 at NTC, please follow the signs!

Your support is greatly appreciated!

SUPPORT THE NTC WELDING CLUB

NTC WELDING CLUB CHRISTMAS FUNDRAISER

WEDNESDAY, NOVEMBER 30

9AM - 5 PM
WELDING LAB, ROOM H136

Handmade
Ornaments

Each item
hand-made by
NTC Welding
Students

Table Top
Displays



+2



Locknet

2d · 🌐

...

Congratulations to five of our EO Johnson Business Technologies and Locknet employees for recently completing the Northcentral Technical College Peer-To-Lead Program. The 18-month program helps employees strengthen skills in leadership, management, and mentoring. The Peer-To-Lead Program is part of EO Johnson's commitment to grow and develop leaders within our organization to support our employees and deliver on our promises to our clients.

#leader #leadership #motivation #inspiration



ToddKuckkahn.com

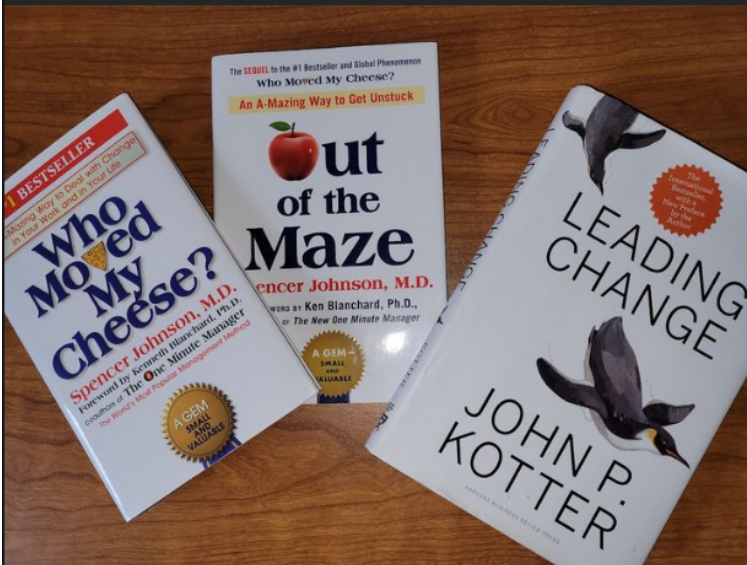
December 16, 2022 at 10:11 AM · 🌐

...

The trifecta!

I use all three of these in a Leadership Academy I teach for [Northcentral Technical College](#) and their Workforce Training and Professional Development team. If you are interested in learning more, reach out to me or Jared Eggebrecht.

This is now the third time I've read each of them.... [See more](#)



ToddKuckkahn.com
Motivational speaker

📧 Send message



Commission on Accreditation of Allied Health Education Programs

December 15, 2022 at 4:02 AM · 🌐

...

Following a review by the ARC/STSA, the Surgical Technology program at Northcentral Technical College, Wausau, WI, has been awarded continuing CAAHEP accreditation. To learn more about this program, visit:



NTC.EDU

Surgical Technologist Technical Diploma | Northcentral Technical College

Surgical Technologists are allied health professionals who are an integral part of the team of m...



3

1 share



Wausau School District

December 16, 2022 at 3:00 PM · 🌐

...

Intro to Welding and Occupational Mechanics I students from [#WausauSchools](#) East High practice fusing plastic gas pipe together.

Mark Poppe is the school's Automechanics Instructor, Technology Education Department Chair, and a Northcentral Technical College Dual Credit Instructor.



62

5 comments · 6 shares



Congratulations NTC graduate nurses! 🌟

Today is a monumental day in your life! You all have so much to be proud of; nursing school is hard and isn't for the faint of heart!

A few reminders for you all in this amazing day: ... See more



School of Health Sciences

Dental Assistant, Technical Diploma

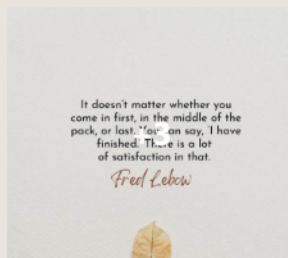
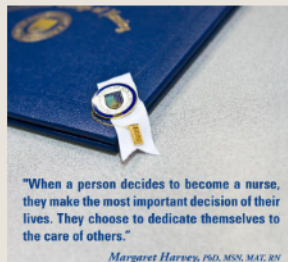
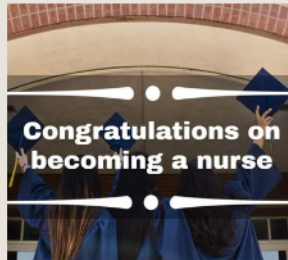
Graven, Brianna, Wausau
Karl, Jordyn, Auburnville
Kanter, Amy, Phillips
Kessel, Madelyn, Wausau
Myron, Ryan, Merrill

Pyburn, Natalie, Wisconsin Rapids
* Svoke, Emily, Wausau
Szak, Emily, Holmen
* Thom, Haley, Deerbrook
+ * Xiong, Cheeda, Weston

Nursing, Associate Degree

Abrecht, Samantha, Ringie
Becker, Allison, Merrill
+ * Bridge, Michelle, Phillips
+ * Cravin, Daniel, St. Paul, MN
+ * Dahl, Danelle, Tomahawk
+ * Demski, Asha, Stevens Point
Dresche, Paige, Athens
+ * Drees, Krystle, Wausau
Eriks, Wyatt, Stratford
Eriks, Dylan, Schofield
+ * Gauderman, Megan, Wittenberg
+ * Hahn, Katalyn, Merrill
Heller, Makayla, Merrill
+ * Hoepfner, Rylee, Merrill
+ * Hon, Laura, Phillips

Larsen, Christopher, Mosinee
Martell, Caleb, Kronenwetter
McDonald, Kira, Weston
Miller, Marcus, Stevens Point
Miller, McKenzie, Hatley
Morgan, Amie, Appleton
+ * Nelson, Samantha, Kronenwetter
Oldenberg, Erica, Wausau
Olwell, Shaina, Medford
+ * Pawlik, Emily, Weston
Perez, Hannah, Plainfield
Schleinz, Madison, Wausau
Simm, Kaitlin, Weston
Small, Brittany, Mosinee
Sonia-Paola, Weston







Boys & Girls Club of the Wausau Area

December 27, 2022 at 8:00 AM · 🌐

CELEBRITY CHAT: Members spoke with [Northcentral Technical College's](#) Head Esports Coach, Jon DeGroot, about the constantly evolving world of Esports. Jon explained the importance of teamwork, communication, strategy, and sportsmanship as well as exciting career opportunities available within the Esports industry! Members learned that Esports is for anyone and available for students at NTC! [#GreatFuturesStartHere](#)



👍❤️ You and 17 others

2 shares



Lincoln County Sheriff's Office - WI

44m · 🌐

...

We would like to recognize Deputy Bradley Weeks, Deputy Jake Spoehr, and Telecommunications Officer Justine Engman, who were all hired on January 4th, 2022, for completing their one year of service at the Lincoln County Sheriff's Office.

Jake started in our patrol division. Prior to starting at the Lincoln County Sheriff's Office, Jake attended Concordia University, where he studied special education before attending the law enforcement academy at Western Technical College.

Bradley started in our patrol division. Since starting with us, Bradley has become a field training officer and a drug recognition expert. Prior to starting at the Lincoln County Sheriff's Office, Bradley served in the United States Air Force. While in the Air Force, he graduated from the University of South Dakota with a bachelor's of Arts. He then attended the law enforcement academy at North Central Technical College. Bradley then worked as an officer at the Wausau Police Department.

Justine started in our communications division. Justine has since become a telecommunications training officer. Prior to working at the Lincoln County Sheriff's Office, she attended North Central Technical College, where she received an associate's degree in Criminal Justice and Veterinary Science.

Thank you all for your continued service!



Brittany Olson
1h · Spencer · 🌐


OUR COMMUNITY NEEDS YOU! ❤️
(Please share!)

Now is the time to complete your EMT class before the training hours increase from 180 hours to 250 hours.

Classes start soon. Register today!

January 23 - March 15
Monday & Wednesdays 5:30 PM - 9:30 PM
Course# 30531301
Instructor Jodi Larocque

Need financial assistance?
Fill out an application with Spencer Fire & Ambulance. We can help! — at **Spencer Fire Department & Ambulance Service.**



NTC.EDU

EMERGENCY MEDICAL RESPONDER (EMR)/ EMERGENCY MEDICAL TECHNICIAN (EMT) - PART 1 62861 | Northcentral Technical College

Like Share


Merrill Fire Department
4h · 🌐

Today marks the five year work anniversary for Firefighter/Paramedic Dylan Schielke. Dylan is a 2013 graduate of Merrill High School. He continued his education at Northcentral Technical College and earned his Fire Medic Associate Degree. Prior to joining MFD, Schielke served on the Russell Volunteer Fire Department, Mosinee Fire District, and City of Antigo Fire Department.

In addition to his normal duties, Firefighter/Paramedic Schielke is one of the department's three CPR instructors. He is also responsible for ordering our EMS supplies. Dylan has continued his education since joining our ranks as well. He has completed the Wisconsin Certified Driver/Operator - Pumper and Aerial, Tactical EMS, and ICS 300 course.

Off-duty, Schielke has helped with events like Tree of Hope, Community Night Out, and MFC ball tournament. Dylan enjoys fishing, hunting, and running. He has participated in many running events across the state.

We are delighted to have Dylan back home in Merrill and on our team. Firefighter/Paramedic Dylan Schielke has an outstanding future ahead of him. Please help us congratulate him on his work anniversary and thank him for his service to the Merrill community.



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WSAW (CBS) 12/8/2022 5:05:52 PM

Wausau, WI

NewsChannel 7 @ 5

Local Viewership: 11,333

Local Publicity Value: \$447.30

five-percent of kids under five- years-old have had their first round of shots. northcentral technical college students who may need help finding meals now have some new help. it's called the timberwolf table food pantry. newschannel 7's nolan bulmahn joins us now live from n- t-c... nolan.how exactly do they plan on fighting food insecurity? from pb & j.to pasta.to mac and cheese. the timberwolf table offers a wide range of options to help ensure. for at least one day a week.n-t-c's students don't go home hungry.



WSAW (CBS) 12/8/2022 5:59:51 PM

Wausau, WI

CBS Evening News With Norah O'Donnell

Local Viewership: 13,350

Local Publicity Value: \$416.25

and some kids will be a little warmer and rested this winter. how delta dental is helping kids out across north central wisconsin. since 2017, northcentral technical college in wausau has helped students in need of food. and it's all thanks to a unique food pantry. newschannel 7's nolan bulmahn visited n-t-c this morning. nolan, how has the timberwolf table food pantry impacted students? kassandra. just about a month ago.



WAOW (ABC) 12/8/2022 6:06:02 PM

Wausau, WI

News 9 WAOW at 6PM

Local Viewership: 28,289

Local Publicity Value: \$1,300.00

boost in enrollment this year. news 9's isak dinesen is live in wausau with what's made it possible and how they're moving forward. it's not just northcentral technical college here in wausau that's seeing that boost-- w-p-r reports every institution in wisconsin is. now it's on the schools to take that lead - and run with it. technical and Nicolet colleges are drawing in more and more students. "we're seeing increases across all of the different types of learning: associate degrees, diplomas, certificates." both institutions seeing head counts increase by more than 15 percent in the last compared to the typical four-year school. "last year, i



WSAW (CBS) 12/8/2022 10:02:36 PM


Wausau, WI

NewsChannel 7 @ 10

Local Viewership: 12,362

Local Publicity Value: \$1,004.94

women's community provides will services at full capacity. since 20-17, northcentral technical college has offered nutritional support to students. it's called the timberwolf table food pantry. it also helps fight the stigma surrounding the idea of food pantries... giving students a space to remain anonymous while getting the help they need. shawn sullivan, director of student development "we want to feed a student for a day. it's just a nice mix of ways that students can grab food and be able to know that at least for one day, they're gonna have something to eat." all of the food that's in the pantry is donated by the campus community. it's also supported by the united way's



WSAW (CBS) 12/9/2022 6:55:39 AM

Wausau, WI

Sunrise 7

Local Viewership: 5,560

Local Publicity Value: \$183.40

reckless homicide. in your community this morning-- another program that relies on the generosity of others is the timberwolf table food pantry. its been run by northcentral technical college since 20-17 and offers nutritional support to students. it also helps fight the stigma surrounding the idea of food pantries. the canadian pacific's holiday train is on the move. the decked out display stopped in la crescent, minnesota last night. that's just west of la crosse. the train makes stops across canada and northern parts of the u-s. inside one of its box cars--- a stage--- so live performers can entertain the crowd wherever they go.

Items in this report: 5

Total Local Viewership: 70,894

Total Local Market Publicity Value: \$3,351.89

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