

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: TUESDAY, JANUARY 14, 2025
TIME: 1:00 P.M.
LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)
WEBINAR ID: 861 2225 3745 | PASSCODE: 141108

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

Public Comment periods are not considered to be public hearings or a forum for public debate. No person may speak more than once to an issue or for a period longer than three (3) minutes. Individuals wishing to speak during this period must complete the sign-in form at the meeting location no less than fifteen (15) minutes prior to the start of the meeting. The total amount of time devoted to public comment at any given meeting will not exceed thirty (30) minutes unless extended by a majority vote of the Board.

APPROVAL OF MINUTES

- A. Approval of Minutes from December 3, 2024, Board of Trustees Regular Meeting

CONSENT VOTING AGENDA

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

INFORMATION/DISCUSSION

- A. President's Report
 - a. [Mid-Year College-Wide Accomplishments](#)
 - b. Comments from Informational Update
- B. Chairperson's Report
 - a. Successful Interim Board Appointment of Rainer Shooter
 - b. Spring 2025 Board Appointment Cycle
 - c. WTC DBA Legislative Seminar: Thursday, January 16, 2025, Concourse Hotel, Madison

- d. Wisconsin ACCT Governance Leadership Institute: Friday, January 17, 2025, Concourse Hotel, Madison + Zoom
 - e. Next Regular NTC Board Meeting: Tuesday, February 11, 2025
- 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)(e) for the purpose of:
- a. Deliberating or negotiating the purchase of public properties, or the investing of public funds.

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 enriches our communities by providing high quality learner and employer focused educational pathways that transform lives.

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

MEETING DATE: January 14, 2025

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 **November 30, 2024** (preliminary).

F1-F7 Revenue:	\$60,390,900.46
F1-F7 Expense:	\$45,957,216.92

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 14, 2025

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

MEETING DATE: January 14, 2025

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:

- Kimberly Radman – Custodian, General
- Anthony Nardi – Groundskeeper, Regional
- Koua Thao – Faculty, Criminal Justice
- Idongesit (ID) Ukpog – Faculty, EMS

Resignations:

- Tim Gruening – Assistant, Central Services
- Martina A Fuller – Assistant, Student Services
- Pang Zoo Lee – Assistant, Student Services

Terminations:

- Joshua Fenske – Faculty, Gas Utility

Retirements:

- Vicki Shapiro – Faculty, Sign Language Interpreting Ed

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 1/14/25

2024-2025 Mid-Year College-Wide Accomplishments

January 14, 2025

Goal #1: Expand comprehensive support to ensure learner success.

- Launched the Modern Campus conference manager to streamline Professional Development (PD) registration.
- Partnered with Central Wisconsin Manufacturing Alliance (CWIMA) and successfully launched the Advanced Automation Fundamentals course.
- Enhanced flexibility in our Commercial Driver License (CDL) continuing education program with the addition of a dedicated CDL faculty member, securing over \$200,000 in contract work.
- Successfully launched the Nursing Assistant Mobile Lab, booked until Fall 2025.
- Enhanced the knowledge-based content within the Nursing Assistant curriculum to increase student scores on the certification exam.
- Medical Coding has 101 enrolled students; the highest number since Fall 2019 when it was 59 students.
- Respiratory Therapy received provisional accreditation.
- Respiratory Therapy program awarded \$10,000 grant for student scholarships.
- Collaborated with Academic Excellence to update, standardize, and enhance the curriculum for the Emergency Medical Services (EMS) programs, ensuring alignment with current standards and best practices.
- Personal Computer (PC)/Interactive Video Conference (IVC) Team closed 613 tickets since July 1 and supported 50 classroom events, mostly with external hosts.
- Helpdesk Team closed 938 tickets since July 1 and answered 98.9% of calls.
- Evaluated and updated NTC admission guidelines and waiting list processes, with a redesign of competitive admission process to be launched by end of Fiscal Year 2025.
- Graduated 19 more students and 40 more students participated in the December graduation ceremony compared to the previous year.
- Deployed mini survey to students on mental health and sense of belonging. Results continue to influence support services offered, increased messaging to students.
- Offered new summer Robo-Camp with 19 participants.
- Printed new translated edition of Spanish viewbook for our community members and K12s to serve higher population of Spanish language speakers.
- Hosted the annual Heavy Metal Tour with 2,477 eighth-grade students, focusing on exposure of the manufacturing field and how all students, including women, can be in the profession.
- Provided foster youth with specially made bags of hygiene products, sweatshirts, blankets, and socks.
- Planned career exploration events with Alternative High School students to highlight new and in-demand industries or careers and introduce them to NTC faculty and staff.

- Created and implemented brand new process for Dual Enrollment, from application to enrollment, supporting 3,525 students in dual credit coursework across 375 class sections. Regional campus staff assisted in the processing of these applications/registrations in Workday.
- Awarded financial aid offers to 2,169 students of which 1,348 included an offer of a Pell Grant to students who demonstrated financial need based on the results of the Free Application for Federal Student Aid (FAFSA).
- Successfully implemented the new Campus Store voucher integration within Workday, streamlining the notification process for students with pending financial aid. As a result, 475 students were able to charge necessary books and supplies against their pending financial aid.
- Implemented an extended application within Workday for veterans' benefits. The Veterans Benefit Extension streamlines the process of requesting and managing Student Veterans Benefits. Throughout the process, students can track the status of their requests, ensuring they understand their position in the process. Staff are provided with analytics to ensure requests are processed promptly and none are overlooked.
- Regional Campus testing administrators proctored 128 tests for community members from July-October 2024. Spencer and Wittenberg Campuses doubled the number of proctored tests compared to last year.
- The Center for Access + Accommodations successfully rebranded from Disability Services to promote inclusivity and better support individuals with disabilities, pregnant/new parents, and those with temporary disabilities. This rebranding also included transitioning a part-time team member to a full-time role, enabling more comprehensive student support.
- The Testing Center expanded access throughout our district by increasing testing days and hours at regional campus sites to better serve student and community needs. With this change, we have achieved a 22% increase in testing volume compared to the same period last year, reflecting growing demand and utilization.
- The Access + Accommodations team has experienced a 31% increase in active students utilizing accommodations compared to the same period last year. Through reorganization, the team has effectively distributed student support across two case managers, ensuring the growing demand for accommodations services is met with efficiency and care.
- Implemented and onboarded Student Resource Coordinator position. In just 6 months have documented increased student supports created with this new position. Over 75 students served in Fall 2024.
- Transitioned to Timely Care mental health counseling which offers more robust services and has seen an increase in student usage.
- 820 referrals were made by Advisors and Student Connection Specialists to services/resources including Access + Accommodations, Academic Resource Center (ARC), Career Exploration, Community Resources, General Education 3rd Attempt, Transfer Services, and Veteran Benefits to name a few.
- Advisors held 3,473 student appointments and responded to 581 advising referrals.
- 1,624 flags were raised for proactive outreach to students who had not logged into Canvas for 7 or more days.
- 931 student appointment requests were processed by Student Connection Specialists.

- Advisors hosted a new drop in registration event for continuing students, coordinated with faculty for class visits to help with registration, and met with students in Student Connect Areas.
- Revised past Workforce Training + Professional Development (WTPD) marketing flyers for trainings to include "learner takeaways" and highlight event speakers and presenters.
- Created program videos that not only highlight NTC's diverse programs but also address specific learner needs, helping prospective students understand their pathways to success.
- Partnered with Health Sciences to develop comprehensive checklists for Allied Health programs, including Radiology and Phlebotomy, using the Certified Nursing Assistant (CNA) checklist as a model. This initiative aims to facilitate smoother onboarding processes and reduce barriers to program completion in Allied Health programs.
- Collaborated with the Grants Team to successfully complete end-of-year grant reporting, effectively bridging data between PeopleSoft and Workday student information systems.
- Awarded 270 NTC Foundation scholarships in Fall 2024, totaling nearly \$184,000.
- Established 6 new scholarships and converted 3 from annual to endowments.
- Assisted 36 students with over \$15,000 in student emergency funds.
- Awarded 30 laptop scholarships.
- Awarded \$20,225 in scholarships to 45 CNA students through the CNA Scholarship pilot program.
- Provided \$5,000 to NTC's Workforce Training + Professional Development team to pilot a short-term program/continuing ed scholarship to assist those who have financial barriers.
- Raised nearly \$10,000 for Timberwolf Table through the Giving Back is in Our Jeans campaign and Giving Tuesday efforts, to be matched at 100%.
- For those courses covered by 2020-2022 WTCS grant applications, completion increased by 5.3% and student engagement with the Academic Resource Center (ARC) increased 20%.
- Artificial Intelligence (AI):
 - Conducted ongoing training sessions for faculty and staff on leveraging generative AI to enhance teaching and support functions. These sessions have supported the integration of AI tools into daily academic practices, equipping educators with effective strategies to foster learner success.
 - Built AI Instructional Assistants (IAs) for courses which are helpful in reviewing curriculum and showing where the courses can be improved.
- Students in jail often struggle with coping skills, as reflected in charges like drug use and assault. After discussing their needs, we provided mental health materials on topics such as anger management, parenting, and self-care. These resources are helping students rethink their choices, with one student sharing how anger management techniques led him to walk away from a conflict he would have previously engaged in.
- Legal Studies/Paralegal Program received its approval from the American Bar Association (ABA).
- Hosted Shoes for Souls annual fundraiser, successfully raising over \$2,000 for students in our Culinary program to purchase kitchen safe shoes.

Goal #2: Foster a leading edge academic learning environment that supports student outcomes and embraces interdisciplinary learning and state of the art technology.

- Trained a record 2,000+ Mine Safety professionals throughout the state.
- Launched the Junior Executive Leadership program.
- Secured new State Surveyors Conference.
- Ran the new Machine Lubrication Certification training.
- Received official approval for the Carpentry Apprenticeship program.
- Added a comprehensive Nonprofit Board Development training series.
- Artificial Intelligence (AI):
 - Developed 9 AI business training programs serving over 150 students.
 - Hired an AI Project Manager to lead the AI initiative at the College.
 - Human Services and Substance Use Disorder Counseling has successfully integrated AI motivational interviewing into the curriculum.
- Nursing Assistant received 2-year Department of Health Services (DHS) reapproval.
- Integrated Immersive Reality (IR) into the Nursing program clinical education programming.
- Human Services, Dental and Radiography programs held an interprofessional collaboration meeting regarding the detection of child abuse and mandated reporting.
- Developed immersive Virtual Reality (VR) experiences tailored to nursing and CNA programs, fostering deeper discussion and enhancing learning opportunities for students.
- Continue to produce outstanding program graduates:
 - Medical Laboratory Technician (MLT), Phlebotomy and Dental Hygiene all had a 100% first time pass rate
 - Nursing 99% first time pass rate
 - Radiography 96% first time pass rate
 - Surg Tech 80% first time pass rate
 - Medical Assistant 86% first time pass rate
- Engineering Technology Coordinator created dynamic, engaging, hands-on labs in support of Career Pathways Engineering grant.
- Successfully implemented new curriculum in Machine Tool and Automotive programs.
- Upgraded the college's main internet firewalls with less than 10 minutes of downtime experienced.
- Upgraded the PC thin clients in the Autoshop labs to more modern thin clients to ensure reliability in the automotive environment.
- Deployed Microsoft Defender for Endpoint to all employee devices for enhanced security.
- Removed legacy H (Home) drives from all student accounts. Encouraging students to use OneDrive cloud storage included for free with their account.
- Attendance Tracking Workday Extend application for tracking Adult Basic Education (ABE) hours went live.
- Registered 341 Youth Apprenticeship students in our program to date.

- Year 2 of our specialized high school Health Academy at Medford Campus included ‘Intro to Health Careers’ course for more career exploration. 4 of 8 current participants have applied to NTC already.
- Increased regional career coach presence in the Northern Region with enhanced connection to the community and local organizations like the Chamber of Commerce.
- Offered CNA courses through the new mobile lab at Abbotsford and Merrill high schools.
- Created Engineering and Advanced Manufacturing Center of Excellence marketing plan that targeted manufacturing industry partners.
- Used photography to promote and highlight both new and state of the art programs, such as the Pasture to Plate Butchery certificate and the spaces within the School of Engineering + Advanced Manufacturing
- Produced dynamic program videos and commercials that emphasize NTC's state-of-the-art technology, such as the Simulation + Innovation Center and smart lab spaces, to attract tech-savvy students.
- Collaborated with campus partners to successfully onboard Gray Decision Intelligence, a new program cost analysis solution for the College.
- Submitted a National Science Foundation (NSF) Advanced Technological Education (ATE) application focused on agriculture robotics technician training.
- Introduction to Diversity Studies has been updated to include newly enhanced competencies, thoughtfully developed by a dedicated team of faculty members from across the Wisconsin Technical College System (WTCS).
- In collaboration with Chippewa Valley Technical College and UW-Stout, NTC Supply Chain Management and Electromechanical programs were awarded a three-year grant through the NSF Experiential Learning for Emerging and Novel Technologies (ExLENT) program. This project aims to enhance participant employability and success by providing experiential learning opportunities, career exploration activities, and individualized support services. Fostering a collaborative learning environment through real-world simulations, internships, peer mentorships, and industry engagement. The total amount awarded for the three-year project is \$778,767 with just over \$200,000 awarded to NTC.
- Completed construction projects:
 - Antigo Circular Saw
 - Wausau Health 4.0
 - Wausau WTPD Training Rooms
 - Wausau Meat Processing Lab and Retail Sales Counter
 - Wausau IT/Finance Renovation
 - Wausau Dental Clinic Renovation
 - Wausau Millwright Apprenticeship Lab
 - Wausau Respiratory Therapy Lab
 - Wausau Upper A Parking Lot
 - Wausau H Building Flooring Replacement
- Public Safety Center of Excellence improvements:
 - Installed bulk fuel storage tanks on-site, enhancing fuel access and saving staff time while filling trucks.

- Extended Wi-Fi and electrical power to the warming shelter on the CDL Training Pad.
- Added safety guard rails on the Emergency Vehicles Operation Course (EVOC) track, enabling simultaneous use of the splash tower and EVOC training.
- Completed major repairs to the burn tower building, ensuring its continued functionality.
- Agriculture Center of Excellence improvements:
 - Upgraded gas/electric services at the Student Engagement Center and Electrical Power Distribution Program (EPDP) storage building.
 - Replaced entrance fencing along County Road K with decorative rock around ground utility markers.
 - Installed Grow-Pod with in-ground utilities to support the Garden to Market Program.
 - Provided site preparation and utilities for the High Tunnel (Hoop Hut) installation.
 - Installed drain tile in farm fields to manage water saturation, improving the land's ability to be tilled and used for crops and animal feed.

Goal #3: Build on collaborative partnerships to adapt to ever changing needs and strengthen the community while building the NTC brand.

- Secured an all-time record \$965,000 in Workforce Advancement Training (WAT) Grants.
- Implemented the United States Forestry Grant reimbursement program for Wood Science training.
- Collaborated with Aspirus to create a new EMS field site scheduling process.
- Quarterly meetings are held with Marshfield Clinic and Aspirus Health System to collaborate on student and workforce initiatives.
- Held three Dental Therapy listening sessions with the community to help educate and engage stakeholders within the dental community about the role and benefits of dental therapists.
- Renamed the dental clinical the NTC Community Dental Clinic
- Received a \$60,000 DHS Collaboration grant with Marshfield Clinic to support costs of Nursing, Respiratory Therapy, and Central Sterilization student education for Spring 2025.
- Collaborated with colleagues from across the WTCS on the development and facilitation of VR learning environments.
- Facilitated discussions with partners to enhance their understanding of IR usage and functionality, driving improved collaboration and outcomes.
- Engaged with partners from Acadicus to enhance proficiency in utilizing VR technologies for educational purposes.
- Redesigned fire class request process to improve efficiency, provide improved customer experience and enhance options for community partners.
- Criminal Justice partnered with WTPD to expand the number and variety of continuing education opportunities for law enforcement professionals in our service area.
- Collaborated with the Wausau Fire Department to explore the development of a fire training center in Wausau, with NTC serving as an educational partner to provide training and academic resources.

- Partnered with PennSSI to create the Community Safety Simulation Center (CSSC) at the Public Safety Center of Excellence in Merrill. Connected with local church security team leads to begin brainstorming scenarios for the CSSC. Will also collaborate with health organizations and K12 partners and places of worship across the district.
- Articulation agreement established for Civil Engineering Technology with Michigan Technological University.
- Coordinated new video wall installation in Timberwolf Conference Center/D100 in support of events such as WTCS State Board meeting, NTC Board meetings, and other larger events.
- Collaborated with UWSP to develop strategies for more intentional advising of transfer students.
- Conducted personalized school visits to all 26 of NTC's partner K12 school districts, meeting individually with over 325 students.
- Brought over 5,000 students and guests to campus since July 1, 2024, through tours, events, school visits, individual appointments, or other recruitment meetings.
- Won 'The Future of Industry Award' with Nuts, Bolts, and Thingamajigs for our camps focused on welding, machine tool, and women in STEM.
- Created and executed a brand-new career exploration event in Medford around 'Helping Professions' and had 175 Western Region High School students attend.
- K12 Events and regional staff teamed up with Woods faculty to offer 'Woods Wednesdays' recruitment events for students with almost 200 students experiencing a tour and 1:1 time with our program staff this fall.
- Welcomed over 60 school counselors to NTC for regular School to Career Partnership meetings, informing them about NTC's newest programs, learning spaces, and updates such as FAFSA.
- Hosted K12 administrator meetings at Wausau, Phillips and Antigo Campuses with great attendance and discussion around academies and future partnership opportunities.
- Strengthened programs with Engineering Tomorrow to promote Engineering Pathways.
- Expanded community/lifestyle classes at all regional campuses. New classes include art, guitar, French, local instructor cookie classes, mushroom/wild foods foraging, and advanced photography. Recruited 7 new community instructors to teach lifestyle classes across the district.
- Increased usage of Community Technology Centers at all regional campuses (July-November 2024):
 - 241 people served
 - 58 facility room rentals
 - 36 office rentals (daily, weekly and long term)
 - Hosted two Community Technology Center open houses at the Medford and Spencer Campuses this fall – spurred more community use of campuses for internet, printing/copying and office rentals.
- Expanded community technology helpdesk classes at Phillips, Park Falls, Rib Lake, Westboro, and Ogema public libraries.
- Expanding community partnerships throughout the regional areas:

- Membership on the Lenglade County Dream Up Team to expand childcare slots and increase the number of childcare professionals in Early Childhood Education.
- Wittenberg Chamber of Commerce Board Membership
- Phillips Chamber of Commerce Board Membership
- Spencer Chamber of Commerce Representation
- Medford Area Chamber of Commerce membership
- Phillips/Medford Business Services Team
- Lenglade County Social Services Citizen Review Panel
- Antigo Food Pantry Board Membership
- Campus Café updated to new, more intuitive, faster self-check outs and a focus on fresh made-to-order food. Partnership with local coffee roaster The Pinery.
- Started a bi-monthly email newsletter sent to business partners to showcase WTPD announcements, upcoming events and new team members.
- Enhanced NTC's brand identity through new commercial campaigns.
- Executed the regional marketing plan, incorporating newspaper, radio and social media advertisements across all target markets. This effort also included the promotion of open house events at the Medford and Spencer campuses, to help drive community engagement and attendance.
- Redesigned the "Careers" page of our website to include persuasive storytelling content, including the addition of employee testimonial videos, employee photos, and quotes.
- Created a new NTC Property Foundation landing page on our website, highlighting NTC Property Foundation projects and how they impact our communities, as well as communicating the various ways interested individuals can donate.
- Partnered with campus stakeholders to enhance annual reporting for the Board, including improvements to the K-16 report and the development of a new board dashboard.
- Collaborated with campus teams to implement new processes for grant reporting requirements within the new Workday Student Information System.
- Launched capital campaign for student housing at the NTC Antigo Campus.
- NTC was accepted into the Higher Learning Commission (HLC) Assessment Academy.
- Presented on Mentoring and Coaching at the United Way Leadership Series
- Presented on "Leading at the Crossroads: Community Colleges, Fulbright, and the Future of Equity in Education" at the Fullbright Annual Conference.
- Artificial Intelligence (AI):
 - Led a training session for the Merrill Chamber of Commerce focused on generative AI strategies to help local businesses improve operations.
 - Presented at the 2024 Administrative Professionals Conference hosted by NTC, covering essential AI applications, practical use cases, and trends relevant to administrative professionals.
 - Led multiple AI training sessions, including one at NTC for K12 educators and an in-service training for the Marathon School District. These sessions equipped educators with tools and techniques to integrate AI into their teaching, strengthening AI literacy across different educational levels.

- Partnered with Langlade County Economic Development to host Innovate + Elevate Entrepreneur Summit. Breakout sessions focused on getting started in your business, branding, leadership, cyber-security and AI.
- Signed a memorandum of understanding with MidPoint Consulting, UWSP, UW-Stout and the Greater Wausau Chamber of Commerce to bring a first of its kind Central Wisconsin AI Center (CWAIC) to Wausau, housed at NTC. A media event was held to announce the Center and NTC signed on as the first member of the Center.
- Conducted a workshop for the Wausau Children's Imaginarium, showcasing practical STEM learning activities as part of the Wisconsin Children's Museum Conference.
- Worked with WTPD to offer workshops related to Emotional Intelligence and Professional Leadership training.
- Secured an additional University Transfer agreement with UW-LaCrosse.
- Collaborated with Clifton Larson Allen (CLA) to establish a professional relationship and provide accounting pathway opportunities to students.
- NTC Esports successfully hosted the Wisconsin High School Esports Association (WIHSEA) Fall State Championships. The event attracted over 30 high schools, approximately 200 high school student-athletes, and nearly 100 spectators from across the state to NTC's Wausau campus. This was the third time NTC Esports has hosted the WIHSEA State Championships, reinforcing the college's reputation as a leading venue for high school Esports competitions.
- Organized an onsite Legal Clinic at NTC in conjunction with Judicare Legal Aid. The aim of the clinic was to provide estate planning for members of the United Way-identified A.L.I.C.E. community. This community encompasses a large percentage of the NTC student body and is a focus of NTC's United Way giving campaign. In all, we assisted 12 participants and drafted nearly 50 estate planning documents providing approximately \$6,000-12,000 worth of services, entirely free of charge.
- Created a partnership with Neighbors' Place in Wausau allowing them to observe our English Language Learner (ELL) classes and visiting The Neighbors' Place to offer information about ELL classes for their guests.
- Fifty high school sophomores and juniors from eight area high schools participating in the Central Wisconsin High School Leadership Program (CWHLP) spent the day on campus engaging in a variety of educational activities. They attended sessions with Leadership Development and Sociology instructors, exploring topics such as Emotional Intelligence, Multiple Intelligences, and Project Management Leadership.
- Hosted deer processing class in conjunction with the DNR, with full enrollment.
- Worked with the FBI to gather video evidence on a murder suspect's vehicle in Spencer.
- In conjunction with Marathon County, held the groundbreaking ceremony and construction kick-off for the Regional Forensic Science Center.
- Collaborated with the NTC Foundation and REI Engineering to develop a conceptual drawing for Antigo Student Housing. This project aims to create a housing solution that supports the needs of all college programs, particularly the Wood Technology and Forestry programs. The design will provide functional, comfortable living spaces while fostering an environment that enhances student learning and engagement with these specialized programs.
- Community Partners Campus (CPC):

- The Facilities team volunteered during our Timberwolf Day of Service to give back to the community at CPC, fostering community collaboration.
- NTC hosted a day-long dental clinic for children ages 6-17 in partnership with CPC. Over 100 teeth were treated with sealants saving the community approximately \$6,000 in dental expenses.
- CPC and NTC continue hosting High School Equivalency Diploma (HSED) and General Education Development (GED) classes at CPC. Additional ELL and English as a Second Language (ESL) classes will be added in the future. Also helping with resume writing and practice interviews.
- Trained eight CPC Health Clinic staff members in fluoride treatment, enabling them to provide on-site fluoride treatments for children and young adults.
- Dean of Agriculture, Food, + Environmental Sciences and the Transfer Admissions Counselor from UW-River Falls toured the Agriculture Center of Excellence with discussions of a transfer agreement.
- Veterinary Technician Specialist Supervisor at UW-Madison toured the Veterinary Learning Lab and discussed the partnership for Vet Tech internship students.
- Garden to Market faculty led a National Resources Conservation Service (NRCS) Training regarding Small Equipment.
- Faculty and students attended the Annual Community College Alliance for Agriculture Advancement (C2A3) Conference.
- 65 students, 28 employers, and 2 transfer partners attended the School of Agriculture Sciences, Utilities, and Transportation Career and Transfer Fair.
- Agriculture Center of Excellence tours:
 - 32 students in Growing Great Minds
 - 10 students from North Central Health Care
 - 12 senior citizens from the Mount View Care Center
 - 25 German exchange students
 - 50 Dual Credit Students for the Ag + Utilities Preview Day
- Successfully hosted the WTCS State Board meeting at the Wausau Campus. We provided a tour of the CNA mobile lab, dental area remodel, immersive room, and presented on how NTC is incorporating AI across the college and in our programs.

Goal #4: Effectively use resources to enhance future stability.

- Completed Phase 1 of the Rural Data Academy and implemented Phase 2 data collection.
- Created portable VR experiences designed for classroom integration, expanding access to immersive learning opportunities for students.
- Investigated the use of existing splash towers, facilitated removal of 3 splash towers, and explored opportunities for training in the communities where towers were removed.
- Approval and kickoff of Department of Labor (DOL) Smarts + Parts grant.
- Achieved timely submission and board approval of the Tax Levy.
- Continued to promote continuous learning and enhancement of skills in Workday Student.

- Successful financial audit for NTC, the NTC Foundation and NTC Property Foundation with no findings.
- Contracted out accounting services for the NTC Foundation and NTC Property Foundation thus increasing the separation of duties between NTC and the NTC Foundation while also being cost effective.
- Completed a comprehensive physical inventory for capital assets across all campuses.
- Kicked off a Finance training schedule to align with our strategic plan and incorporated a post-training survey to gather feedback.
- Replaced uninterrupted power supplies (UPS) throughout our district thus providing battery backup infrastructure to increase network reliability.
- Implemented our new Rubrik Backup System to improve business continuity.
- Replaced several security cameras which enhanced the video security capabilities of the college.
- Migrated employees from Duo to Microsoft Authenticator for multi factor authentication providing a more secure and user-friendly login in process for our students and employees.
- Assisted Facilities with integrating our room scheduling software with our building Heating, Ventilation, and Air Conditioning (HVAC) control software to provide just in time heating and cooling thus reducing our utility usage.
- Digitized Human Resources Legal and Workers Compensation documents in Perceptive Content.
- Continued implementation and optimization of Workday Student Information System and Modern Campus continuing education registration platform. Since implementation in spring, continued testing, training, troubleshooting, and problem-solving of both systems has occurred.
- Implemented new Student Information Systems Analyst position to assist in creation of custom Workday Reports. Position works with Student Services managers to evaluate needs and increase report utilization for dual enrollment, recruitment, advising, and admissions.
- Created and deployed new K12 Administrator Survey with feedback from 14 schools and 16 respondent's total.
- Successfully completed the A-133 / Single Audit with no compliance issues.
- The Advising Team restructured to emphasize the College's focus on student retention and persistence. Advising assignments were realigned for case load and a focus on program career pathways, and Advising Supervisors met with all Deans and Associate Deans to share out the new structure and collaborate on retention efforts.
- Intelliboard access was expanded to Access + Accommodations and Start College Now students. This gives staff the ability to monitor course progress for students connected to each service.
- Built an advisory committee agenda management system into our website to support the state requirement of having meeting agendas posted publicly, while also ensuring these agendas meet accessibility guidelines mandated by Title II of the Americans with Disabilities Act (ADA).
- Automated the cost data for Continuing Education offerings (from Workday to our website), eliminating the need to manage this information manually within several systems, while also providing this information to prospective students in a transparent and efficient manner.

- Contributed to the Outcomes-Based Funding (OBF) process, securing an additional \$75,000 in funding for the College compared to the previous year.
- Began implementation of an NTC Foundation digital media plan to increase outreach to new and potential donors.
- The library is championing the preservation and promotion of the college's institutional history by developing an archival policy, initiating the digitization of key historical materials, and exploring innovative methods to showcase the archives. These efforts aim to ensure the accessibility and visibility of our college's rich history for current and future generations.
- The library is transitioning its Library Management System (LMS) from Sierra to OCLC as part of a collaborative effort with 10 other Wisconsin colleges through the WISPALS Library Consortium.
- Artificial Intelligence (AI):
 - Submitted a detailed proposal for an AI implementation structure to establish culture, processes, and protocols for handling AI requests within the organization, supporting sustainable AI integration practices.
 - Evaluated various AI tutoring platforms to assess their potential value for NTC. Determined suitability based on Canvas integration and other requirements, ensuring resources are directed toward optimal solutions for the institution.
- Created and finalized the 2025-2029 Five-Year Affirmative Action Plan to the WTCS.
- Researched and selected a new Employee Assistance Program (EAP) to launch in January 2025.
- Transitioned from a self-funded health insurance plan to a fully insured benefit plan for 2025. Upon finalizing the insurance provider, updated the Open Enrollment (OE) guide, distributed communication, and initiated the Workday OE process within 24 hours.
- Established additional tiers for Opt-Out and College Health Savings Account (HSA) contributions.
- Conducted a 2-hour virtual follow-up training session for supervisors focused on Crucial Conversations.
- Developed and introduced College-wide Professional Development criteria for submitting training requests.
- Completed a market compensation review, supporting updates to the pay plan.
- Completed a comprehensive job description audit for Student Services, IT, and Community and Government Relations. This included creating a Teams channel for each ELT, uploading existing job descriptions and job description questionnaires (JDQs), conducting supervisory training sessions, and updating outdated job descriptions.
- Applied for and received a \$25,000 Risk Management Project Award from Districts Mutual Insurance (DMI) for exterior door electronic access control updates.
- Security handled approximately 260 Maxient reports from July-December 1, 2024. Cases include disruptive students, counseling referrals, Campus Assessment, Response + Evaluation (CARE) team reports and medical emergencies etc. Maxient cases do not include the everyday services such as vehicle lockouts, escorts, opening rooms, safety inspections and much more that security offers our students, employees, and visitors.

- Successfully updated and enhanced the 25Live scheduling system by incorporating new room setups, updating headcount capacities, and creating detailed diagrams to improve accuracy and usability. Additionally, added newly available rooms to the system to expand scheduling options, ensuring seamless coordination and efficient use of spaces across facilities.

2024-2025 President Goals

*Goals are based on the College's 2024-2029 Strategic Plan.

1. Build on collaborative partnerships with local communities, businesses, K12, government and workforce development to adapt to ever changing needs, strengthen the community and capitalize on shared opportunities for economic growth and prosperity.
 - a. Regional Forensic Science Center (RFSC): held a groundbreaking ceremony, construction is underway with completion estimated for July 2025.
 - b. Community Safety Simulation Center (CSSC): fundraising complete, location complete, scenario design for schools, healthcare organizations and places of worship is in progress. Expect to begin serving customers Summer/Fall 2025.
 - c. Central Wisconsin AI Center (CWAIC): signed memorandum of understanding, established location, signed on as first member.
 - d. Rural Data Academy: completed Phase 1 and implemented Phase 2 (data collection).
 - e. Secured an all-time record \$965,000 in Workforce Advancement Training (WAT) Grants.
 - f. Strengthened partnership with UWSP: Technology Management Bachelor's Degree and continuing to strengthen pathways for Bachelor completion opportunities in our District.
 - g. K12: supporting 3,525 students in dual credit coursework across 375 class sections.
2. Strengthen a data-informed culture that effectively aligns resources with service and program needs and ensures a fiscally responsible, balanced and sustainable budget.
 - a. Gray Decision Intelligence is fully operational from a demand and economics standpoint. Plan to use data in grant applications, new learning programs and the operational and capital budget.
 - b. Full implementation of Workday Student.



3. Lead and empower the development and enhancement of leading-edge learning environments and support student success.
 - a. Implemented a culture of Artificial Intelligence (AI) in the classroom, in business operations and for employers through the CWAIC.
 - b. Community College Alliance for Agriculture Advancement (C2A3): USDA NRCS funding received to transition to a national organization including funding for NTC to implement applied research at the Farm.
4. Participate in professional development opportunities that will support growth in my role as President.
 - a. Continued involvement in local, state and national Boards that support the College goals.

2024 Fall Dental Advisory Committee

Meeting Minutes

Date: Oct 04, 2024;

Time: 12:30 pm-2:00 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/82934393071>

Attendees

Industry Members:

- Judy Gonzalez, RDH- Dental Hygienist, Hom Family Dentistry
- Whitney Grzesiak, RDH- Dental Hygienist, Glaser Dental
- Paula Hamman- Dental Center Manager, Family Health Center, Medford Dental Center
- Dr. Jeremy Hoffman, DDS- Dental Visions
- Ashley McCauley, RDH, First Impressions Dental
- Megan Nemitz, RDH- Bridge Community Health Clinic
- Kelly Schroeder- Health Science Specialist, CareQuest Institute for Oral and Systemic Health ZOOM
- Tena Springer- Director, Dental Operations, Family Health Center of Marshfield, Inc. ZOOM
- Leah Widmark, RDH- Dental Hygienist, Krasowski Dental

NTC Team:

- Laura Ahonen- Associate Dean, Allied Health and Human Services
- Dr. William Akey- Program Director, Dental Therapy
- Chelsey Kleinschmidt- Learning Coordinator, Health Sciences & Community Services
- Deb Koziel- Program Director & Dental Faculty
- Jordyn Olson- Advisor, Student Success
- Dr. Angela Roesler- Dean, Health Sciences and Community Services
- Jennifer Sawvell- Manager, Dental Clinic
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Rich Wilkosz- Science Faculty ZOOM

Welcome Introductions

Meeting called to order by Dental Program Director, Deb Koziel, at 12:30pm. Deb welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Deb Koziel, Dental Program Director, called for any changes to the minutes from the spring meeting (04.19.24) There were no changes made to the minutes from the spring meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, an upcoming Community Open House on November 6th, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed

transfer to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to reviewing Student Support resources available, including Health Services via Telehealth.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** (timelycare.com/ntc)
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **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.

Workforce Training and Professional Development

There was also an update given on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.


To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - **Step 1:** Create an account on Handshake.
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 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2025 Advisory Committee Summit

This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

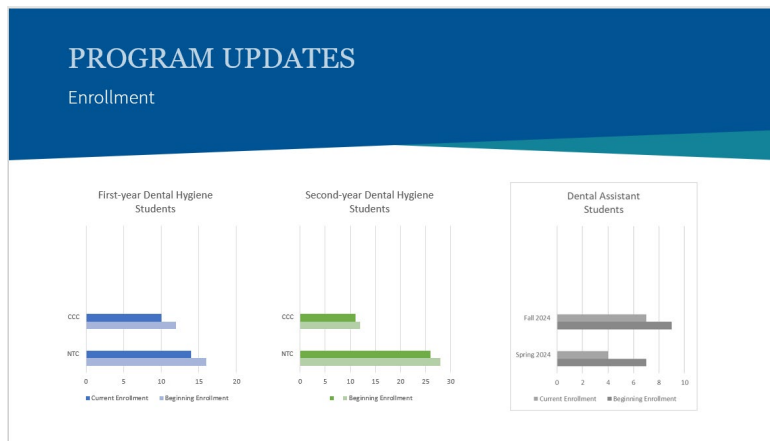
Industry Trends

- EFDA-NTC starting program in Fall 2025
 - Some locations indicated that they do not have plans to implement EFDA. However, others expressed enthusiasm about welcoming EFDA graduates, with one site considering offering tuition reimbursement. Sites interested in EFDA recommended scheduling classes during evenings or weekends to allow their current Dental Assistants to participate in the program while continuing to work. Friday is also a viable option. A quick survey of those in attendance responded to the question “Do you anticipate utilization of an EFDA in your practice?” The results: Yes = 3; No = 3; Unsure = 2.
- LBRT
 - Industry partners indicated that, excluding pediatrics, the laser was being utilized in the practice. Upon graduation students are not certified in Laser Bacterial Reduction Therapy. The program is investigating the option of certification for the students. A survey of those in attendance responded to the question “Does your hygienist provide LBRT? The results: Yes = 3; No = 5.
- FMX
 - A survey question was presented, “What are you prescribing for a FMX?” The following results provide a reflection of the radiographic needs for community partners: 18 series; 18-22 series w/cone beam; 18 series plus a pan; 18 series with pan alternating; 18 series with vertical BTW for periodontal involved patients. The students are taught to defend patient specific radiographic needs using the following criteria: 18 series which includes 4 horizontal BTWS for non-periodontal involved patients; 20 series for slight-periodontal involved patients or individuals with tori, crowding, malocclusion and includes 4 horizontal BTWS; 22 series are for periodontal involved patients and includes 6 vertical BTWS (3 each side). The differentiation among the series allows the student to critically think through the specific needs of the patient and provide treatment which will best meet the patient’s needs.
- Suggestions-
 - The committee was asked to respond to the question “Are there any suggestions for us to investigate for possible implementation?”
 - The dental hygiene and dental assisting programs are part of the WI statewide curriculum. As a program we want to remain cutting edge and value the suggestions and recommendations provided by the committee members. We will investigate suggestions for possible implementation. However, we may not be able to implement all suggestions due to the parameters of the curriculum.
 - Possibility of including laser certification in the program so that it is a part of the program upon graduation.
 - AI in Dentistry is accelerating quickly. Partners want us to be aware that AI is going to be even bigger two years from now, so they ask us to be mindful of this as we move forward. One dentist mentioned that he did trial an AI software but it was very cost prohibitive. An example of AI in dentistry is radiographic interpretations. The program is already utilizing AI and will continue to look into additional opportunities to enhance the student’s education in classrooms, labs, and clinical experiences.
 - Teledentistry: it is becoming more utilized.

Program Updates

Dental Program Director, Deb Koziel, shared the following Program Updates:

Enrollment Update



*First year Dental Hygiene:

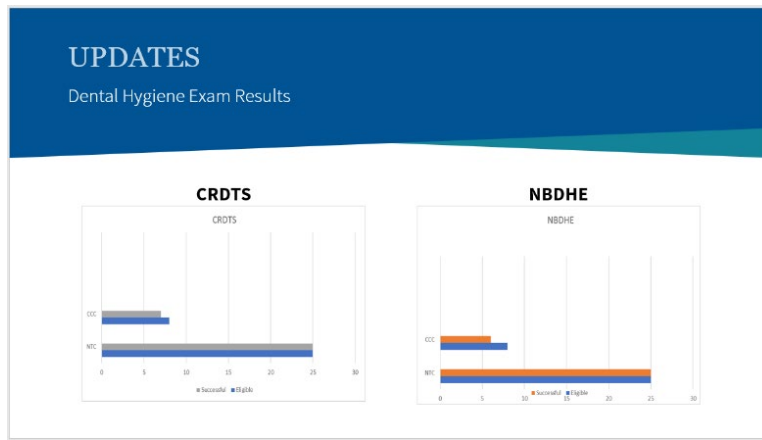
Wausau Enrollment= 16; Current=14
Colby Enrollment= 12; Current=10

*Second year Dental Hygiene:

Wausau Enrollment= 28; Current= 26
Colby Enrollment= 12; Current= 11

*Dental Assistant:

Wausau Spring 2024 Graduation= 4
Wausau Fall 2024 Enrollment= 9; Current= 7



Dental Hygiene Exam Results (simulation)

CRDTS: Wausau= 100% pass rate

Colby= 87% pass rate

*The process to prepare for this 8-hour exam is ongoing.

*We begin to prepare students during fall semester of their 1st year in the program.

NBDHE: Wausau = 100% pass rate,
Colby = 75% pass rate

- Core Industry Grant
 - 2-year grant (we are currently about one-year in)
 - Purpose: to help increase success of our students through technology, education experiences, and faculty training.
 - Seminars National Board Review -Student results are being tracked in comparison to what method of board review they participated in.
 - Implementation: Benefits

Students were so excited and energized by this experience. What an amazing experience for our students!

Wisconsin-DHA Indigo Conference

- Mitigation
- Pathology
- Radiography
- WI Updates
- Student Experience

adha™ | Wisconsin DENTAL HYGIENISTS' ASSOCIATION
INDIGO CONFERENCE
KALAHARI RESORT AND CONVENTION CENTER | 1305 KALAHARI DRIVE, WISCONSIN DELLS, WI
FRIDAY, SEPTEMBER 13, 2024
SATURDAY, SEPTEMBER 14, 2024

- Community Partnership Campus – Free Clinics
 - Event Date: Friday, October 25 (8:00-12:00)
 - Pre-registration:
 - Friday, October 11 (7:30-2:00)
 - Monday, October 14 (Noon- 6:00)

- 56 available appointments
7 children every 30-minutes
- 47 Student Volunteers
(First-year DH, Second-year DH, & DA)
- RDH/DDS Volunteers
- Dental Staff Volunteers
- Product Donation: NTC Dental Program-materials provided by our clinic



- Dental Hygiene Club (Jen Savwell reported)
 - 30 Members (1st and 2nd Year Students)
 - Welcome swag for new members
 - Donation Drives
 - Women's Community Donation
 - Santa Paws
 - Grant Elementary School Supplies
 - Fundraisers
 - Butterbraids Fundraiser
 - T-shirt Sales
 - Community Events
 - Pumpkin Painting
 - Care Packages for Troops
 - Ronald McDonald House Tooth Brush
 - Adopt a Family (Holiday Season)

Program Modifications

- *Dental Hygiene Fall/Spring Start*
 - went from a fall start to a fall AND spring start. This spring is the first for the spring start
 - 16 students each semester
- *EFDA*
 - new program starting in Fall 2025
- *Dental Therapy*
 - submitted application for accreditation- Team went to Milwaukee to present curriculum to the Wisconsin Dentistry Exam Board
 - now awaiting CODA review (any day), assignment of reviewers, and site visit date
 - addition on clinic is well underway, which will include 12 simulators
 - in developing curriculum, great detail was taken to ensure that all programs will interact with one another
 - Planning Cohorts of 12 each fall semester

Facilities/Equipment

This summer, Dental acquired 24 DCI series 5 operator chairs. We installed 12 chairs during August, and the remaining 12 will be set up over winter break once our building addition is finished. Four of these chairs were purchased using capital funds, while the rest were funded by the Dental Therapy grant.

In addition to the 20 operatory chairs, we also used the Dental Therapy grant to acquire 12 A-dec simulators and 12 Kilgore manikin heads, which will be located in our new simulation classroom as part of the building expansion.

We are currently in the process of purchasing the following items with the remaining Dental Therapy grant funds.

- 32 Schick33 X-ray sensors (*16 size 1; 16 size 2)
- 9 Nomad X-ray units
- 6 Porter nitrous flowmeters and breathing circuits
- 2 M11 autoclaves (or possibly a large-capacity autoclave)
- 1 Hydrim
- 1 Statim

Other Items

- Term of Office for Advisory Committee Members
 - a. Members shall have a two-year or three-year staggered term over a three-year period. A currently enrolled student may serve for a one or two-year term. A year begins on July 1 and ends the following June 30.
 - b. It is recommended that members serve no more than two consecutive three-year terms. After a period of a year off of the committee, a member could be reappointed.
 - c. Members who withdraw shall have replacements appointed to complete the term.
- Dental Therapy Listening Sessions (Can attend in-person or via Zoom)
 - 1st Session- October 25, 2024 (12:00-1:00pm)
 - 2nd Session- November 1, 2024 (2:00-3:00pm)
 - 3rd Session- November 7, 2024 (6:30-7:30pm)
 - ❖ Guest speakers from Apple Tree Dental in Minnesota

The question was asked about DT in MN versus WI and will the scope of practice be the same (can they practice in both states). The comparison of state laws and scope of practice can be found here:

<https://www.dentaltherapy.org/resources/policy/legislative-resources/comparison-of-existing-state-dental-therapy-laws>

Dr. Hoffman mentioned the WDA Mission of Mercy event scheduled for July 25-26, 2025, at DCE Middle School. He noted some logistical challenges with the event, such as parking and plumbing. Laura and Deb suggested that NTC, with its 58-operatory clinic, could potentially collaborate with Mission of Mercy to host the event at NTC. Dr. Hoffman expressed interest and appreciation for the offer.

The question was asked if there is still a shortage of Hygienists. Deb explained that the shortage of hygienists still exists; as well as all professions in dentistry. Throughout the state, schools are starting programs or increasing their enrollment numbers. It will take about 3-4 years before we start to see an impact. Students need to complete their programs and get licensed.

Next Meeting

The date for the 2025 spring meeting is Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 1:47pm.

2024 Fall MLT/Phleb Advisory Committee

Meeting Minutes

Date: Oct 09, 2024;

Time: 4:00 pm-5:30 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/84801255976>

Attendees

Industry Members:

- Staci Buatti, Genetic Testing Coordinator, PreventionGenetics ZOOM
- Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital ZOOM
- Emily Jolin, MLS (ASCP) President and CEO, Community Blood Bank
- Kristi Krajewski, Laboratory Supervisor, Aspirus-St. Michaels
- Michael Peterson, Lab Operations Manager-Clinical Support, Marshfield Clinic
- Ted Wagner, Clinical Laboratory Supervisor, Aspirus

NTC Team:

- Laura Ahonen, Associate Dean of Allied Health and Human Services
- Valerie Natzke, MLT/Phlebotomy Faculty
- Jordyn Olson, Advisor, Student Success
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Cory Sullivan, MLT/Phlebotomy Program Director, Faculty

Welcome Introductions

Meeting called to order by MLT/Phleb Program Director, Cory Sullivan, at 4:02pm. Cory welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Cory, Program Director, called for any changes to the minutes from the spring meeting (04.29.24) There were no changes made to the minutes from the spring meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, an upcoming Community Open House on Wednesday, November 6th, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have 100% guaranteed transfer to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to reviewing Student Support resources available, including Health Services via Telehealth.

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- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Industry Trends

- New or Retired Equipment/Tests
 - Urine analyzer
 - Blood bank analyzer
 - 2 new abl 90s for blood gasses
 - Minocqua got a new line installed in their lab
 - Blood Culture analyzer-NTC may have the opportunity to get this from Community Blood Center
 - Last fiscal year-13 new tests in their reference lab at Aspirus Wausau Hospital
 - Replaced Sequencing Analyzer
- Updates from Industry Partners
 - Marshfield Clinic moved to a new staffing model
 - Youth apprenticeship-spreadsheets shared between Mason and Industry Partners
 - It was discussed that maybe there is a missing link
- Staffing Concerns/Open Positions
 - Staffing Concerns
 - Staffing is getting better for Phleb
 - Turnover has slowed down
 - Like having the students; they are very well trained
 - Open Positions
 - Phleb -positions open throughout the region all the way to Appleton and Madison
 - ASCP certification does allow them to level up with wages and responsibilities at Marshfield Clinic
 - MLT – only a few openings (Weston, Wausau, Minocqua)

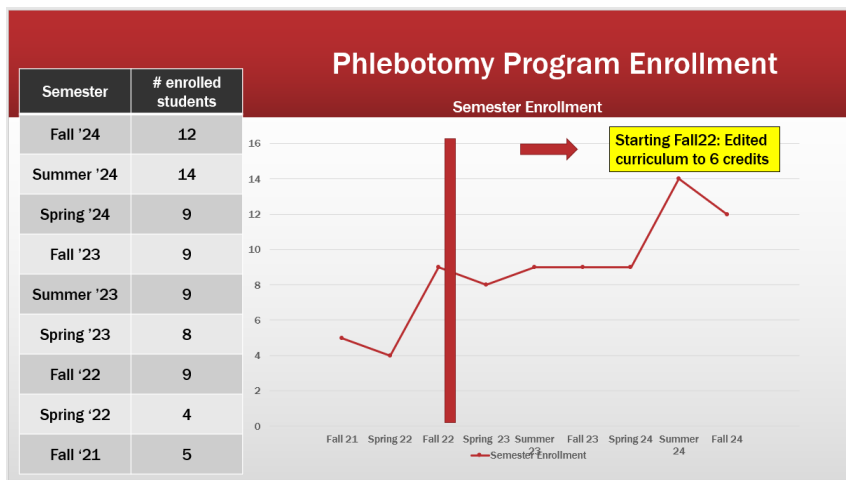
Program Updates

Program Director, Cory Sullivan, shared the following Program Updates:

Phlebotomy Program

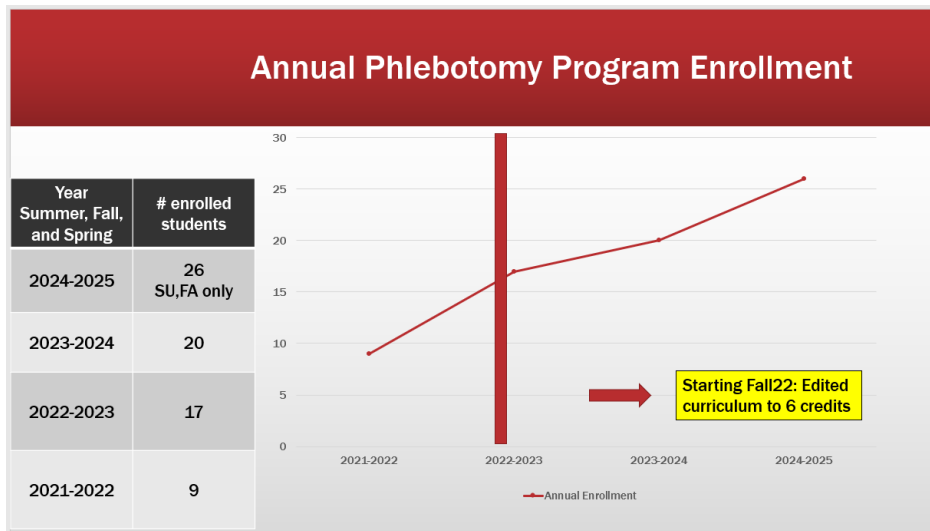
Enrollment Update

Semester Enrollment



*Now getting more Phleb students out into the community

Annual Enrollment



*Some of the Phleb students learn to love the lab and roll into the MLT program later after working as a Phlebotomist as a while.

Phlebotomy Graduation and Attrition Rates

Program Outcome Goal: Graduation Rate of 70% or better

Year	Graduation Rate	Attrition Rate
July 2023 – June 2024	85%	15%
July 2022 – June 2023	84%	16%
July 2021 – June 2022	100%	0%
Three Year Average	90%	10%

Phlebotomy Certification Data (ACSP PBT Exam)

Certification Data (ACSP PBT Exam)

(Goal of program: At least 75% of students pass, and a minimum score of 400 in each subcategory)
Outcomes that fall below the goals of the program are highlighted in yellow.

	NTC Data									ASCP Data
Date Range	NTC Number of Examinees	NTC Mean Scaled Score						NTC Average Score	NTC Percent Passing	National Average
		CS	LO	NBS	POC	SC	SPH			
Annual 2023	3	728	667	807	462	667	572	656	100%	554
Annual 2022	3	631	434	457	517	517	469	493	100%	562
Annual 2021	3	688	802	652	736	698	605	695	100%	557
Annual 2020	7	684	621	541	792	608	600	622	100%	556
Annual 2019	5	602	588	739	766	633	567	622	100%	555
Annual 2018	7	664	639	489	620	617	615	619	100%	555

CS = Circulatory System, LO = Laboratory Operations, NBS = Non-Blood Specimens, POC = Point of Care
SC = Specimen Collection, SPH = Specimen Processing and Handling

Annual ASCP Certification Exam Scores from Exam Date, Any Exams Taken During a Calendar Year are Counted

*Faculty pushes for them to take the exam throughout the semester

American Medical Technologists (AMT) Certification Exam (New for 2024)

- The ASCP Certification requires a High School Diploma or Equivalent
- The AMT Certification does not require a High School Diploma or Equivalent
 - 10 must be capillary
 - 3-4 are done in class
 - Must be documented capillary collections
- A valuable opportunity for our high school phlebotomy students
- Two students successfully passed the AMT Certification Exam so far this year

Phlebotomy Placement Rates

Placement Rates

Employed or continued with education within one year of graduation

Program Outcome Goal: Placement Rates of 70% or better

Year	Yearly Average Placement Rate
Graduation in Spring 2024, Summer 2024, and Fall 2023	100%
Graduation in Spring 2023 and Fall 2022	100%
Graduation in Spring 2022 and Fall 2021	100%
Three Year Average	100%

The calculation of placement rate statistics relies on confirmed student employment, feedback from clinical sites, and responses from students via email. Any unconfirmed data is not included in the calculation.

Phlebotomy NAACLS Accreditation Updates

NTC Phlebotomy Technician Program

- NAACLS Accreditation Site visit took place 10/25 and 10/26 of 2023
April 19th, 2024,
Highest Award Achieved
!!10 Years!!

Phlebotomy Program Offerings/Course Modifications

Traditional Clinical Model for Phlebotomy Program

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy
Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16
Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical	Phlebotomy Clinical
100 Hours Divided Over 8 Weeks							

Summer Phlebotomy Program Offering

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy	Basic Lab Skills and Phlebotomy
		Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 17 hours	Phlebotomy Clinicals 16 hours	Phlebotomy Clinicals 16 hours

Summer 2024 Phlebotomy Program Updates

- **Summer 2024 Phlebotomy Results**
 - 14 Students Enrolled for Summer 2024
 - 11 Students Entered the Clinical Experience
 - 9 Successfully Completed the Phlebotomy Program
 - High School Student Requirements
 - 16 years or older

Phlebotomy After-School Option

Fall 2024

- **Adjusting Times to Accommodate High School Students**
- **Tuesdays and Thursday**
- **Section 01, 11:00am – 2:30pm**
- **Section 02, 3pm – 6pm**

High School Phlebotomy Student Feedback

Discussion

Check-in: How did high school students from previous semesters do?

Feedback: Overall feedback from the clinical sites regarding the high school students has been positive. There have been a few isolated challenges, but these were easily addressed through additional communication and targeted training. They appreciate the program and feel the students are very driven and the training is excellent!

Medical Laboratory Technician Program

Enrollment Update

MLT Enrollment

- **Current # First Year Students**
 - In-Person = 9 Students
 - Distance Learner = 10 Students
 - **Total 19 First Year Students!!**

- **Current # Second Year Students On Track for Clinicals Spring 2025**
 - In-Person = 5 Students
 - Distance Learner = 4 Students
 - **Total 9 Second Year Students!!**

*our students here on campus can learn from these DL students-this enhances their learning

MLT Distance Learning (DL) Program Updates

Year 1 Retention

- Starting Fall 2023 – DL Cohort 1 vs IP
 - 12 DL Students
 - 10 In-person Students

- Fall 2024 – Current – DL Cohort 1 vs IP
 - 4 DL Students = 33%
 - 5 In-person Students = 50%
- 20+ DL Students on Waitlist Working on Admissions Requirements

MLT Marketing Updates

- Email
 - Ad in MLO →
 - Mailed 310 Flyers to Lab Managers in 10 States
- Responses from DL Students “How Did You Hear About Our Program?”
- Email 2
 - MLO 1
 - Internet Research 1
 - Manager 1

MLT Certification Data (ASCP MLT Exam)

MLT ASCP Certification Exam Statistics

Program Outcome Goal: 100% Pass Rate

Exam Year	# Students	Pass Rate	Program Mean Score	National Mean Score
2024	5	100%	560	497
2023	7	100%	583	499
2022	7	100%	590	499
2021	5	100%	644	501
2020	4	100%	680	520
2019	4	100%	579	525
2018	6	100%	686	512

MLT Graduation and Attrition Rates

Graduation and Attrition Rates

(Program Goal: Graduation Rate of 70% or better)

Year	Graduation Rate*	Attrition Rate	* Graduation Rate is calculated by using the number of students who began the second <u>half</u> of the program divided by the number of students who graduate.
July 2023- June 2024	100%	0%	
July 2022 – June 2023	78%	22%	
July 2021 – June 2022	100%	0%	
Three Year Average	93%	7%	

Phlebotomy Placement Rates

Placement Rates

(i.e., employment positions in the field, or pursuit of further education)

(Program Goal: 70% or better)

Year	Yearly Average Placement Rate
Graduation in Spring 2023	100%
Graduation in Spring 2022	100%
Graduation in Spring 2021	100%
Three Year Average	100%

MLT Venipuncture Requirement Review Updates

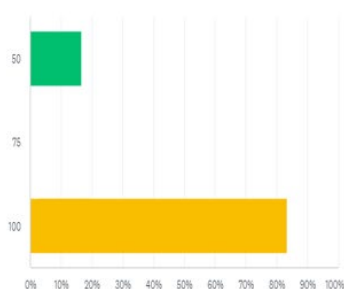
- Current Requirement
 - 100 successful blood collections
 - ❖ Thoughts on reducing the number of required blood collections?
 - The program will leave the requirement at 100 draws for this reason
 - ❖ Has it been difficult fulfilling this requirement at smaller sites?

Survey Deployed September 2024 – Thank for the Responses!

Survey Results

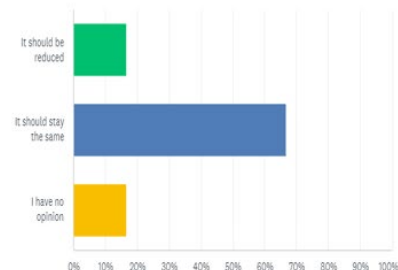
In your opinion, how many successful blood collections should be required to demonstrate confidence and competence?

Answered: 6 Skipped: 0



What are your thoughts on the current number of blood draws required for MLT students during their Clinical Experience?

Answered: 6 Skipped: 0



Other Items

Discussion on differences between Phlebotomy Courses for MLT student vs Phlebotomy Students

- Clinical Site Feedback:
 - Some clinical sites have expressed MLT student reluctance in performing venipunctures.
- Course Structure:
 - Phlebotomy and MLT Students take the same courses.
 - Both groups are required to complete 10 successful venipunctures in class.
 - MLTs perform venipunctures throughout other MLT courses such as Blood Bank and Hematology.
- Career Path Expectations:
 - Some MLT students may have an unrealistic expectation that their role will not involve phlebotomy.
 - In this region, there is only one reference lab, increasing the likelihood that MLT generalists will need to perform venipunctures.

Recommendations for Improvement

- Provide clearer expectations regarding phlebotomy duties during Program Orientation
 - Let them know about the role in this area versus other regions
 - Advise of the shortage of reference labs in this area
- Faculty will continue to reinforce the concept of teamwork in the healthcare setting
- Include a refresher on venipunctures in the first three weeks of the Clinical Experience
 - To reintroduce them to the supplies and draws
 - Will implement for this upcoming cohort
 - Entice them to do Phleb by letting them know then later they can get later hired as a tech

Course Modifications

MLT Course Modifications Updates

- Coagulation
 - Moving to 100% online format
 - 1 credit course with engaging online lab activities
 - Increase accessibility with Distance Learning Students
 - Offered Spring and Fall
 - Canceled for Fall 2024 due to low enrollment
- QA Lab Math
 - Offered Spring and Fall
- Molecular Diagnostics
 - Offered Spring and Fall
 - Canceled for Fall 2024 Due to low enrollment

As our program grows, we expect to have enrollments in all these options

Equipment Updates

- Received a New I-Stat
 - Blood Gases and Troponin
- Received 2 new Pointe Scientific Spectrophotometers
- Osmometer Donated by Marshfield Clinic Park Falls – Daniel Slone

- Blood Bank Gel Equipment and Supplies
 - Aspirus Merrill Hospital and Aspirus Stevens Point

All sites donating expired product- THANK YOU for supporting us!

Program Recruitment Events

- September 18, 2024: Health Academy Careers Day
 - 9 High School Students
 - Focused on Waived Testing and Phlebotomy
- October 29, 2024: Fall Preview Day
 - Approx. 400 10-12th graders
- November 6, 2024: Open House event
 - 3:30-5:30pm NTC Main Building



Next Meeting

The date for the 2025 spring meeting is Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 1:47pm.

2024 Fall Dental Therapy Advisory Committee

Meeting Minutes

Date: Oct 11 2024;

Time: 12:30 pm-2:00 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/87393932421>

Attendees

Industry Members:

- Dr. Russell Dunkel- Wisconsin State Dental Director & Chief Dental Officer, WI Dept of Health Services – ZOOM
- Matt Crespin – Childrens Alliance of Wisconsin – ZOOM
- Paula Rew - Office Manager, MPC Endodontics - ZOOM
- Dr. Tomas Wheeler – Dental Director, Peter Christianson Dental Clinic – ZOOM
- Dr. Nathan Daily – Chief Dental Officer, Noble Community Clinics
- Jordan Kolstad – Regional Director of Operations, Noble Community Clinics
- Dr. Thomas Treweek – Dentist, Athens Dental Clinic
- Dr. Helen Tsao – Endodontist, MPC Endodontics

NTC Team:

- Laura Ahonen- Associate Dean, Allied Health and Human Services
- Dr. William Akey- Program Director, Dental Therapy
- Leah Attoms – Administrative Assistant, Health Sciences & Community Services
- Deb Koziel- Program Director & Faculty, Dental Hygiene/Dental Assistant
- Dr. Noelle Marks - Supervising Dentist - ZOOM
- Jordyn Olson - Advisor, Student Success
- Jennifer Sawvell - Manager, Dental Clinic

Welcome and Introductions

Meeting called to order by Laura Ahonen, Associate Dean of Allied Health and Human Services at 12:30pm. Laura welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Laura Ahonen, Associate Dean of Allied Health and Human Services, called for any changes to the minutes from the 2nd spring meeting (06.21.24) There were no changes made to the minutes from this meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, an upcoming Community Open House on November 6th, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed transfer to a four-year college or university. Laura also spoke to the group about the Community Safety

Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to reviewing Student Support resources available, including Health Services via Telehealth.

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- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://timelycare.com/ntc))
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Workforce Training and Professional Development

There was also an update given on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

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For more information contact Ben Bliese at bliese@ntc.edu



Spring 2025 Advisory Committee Summit

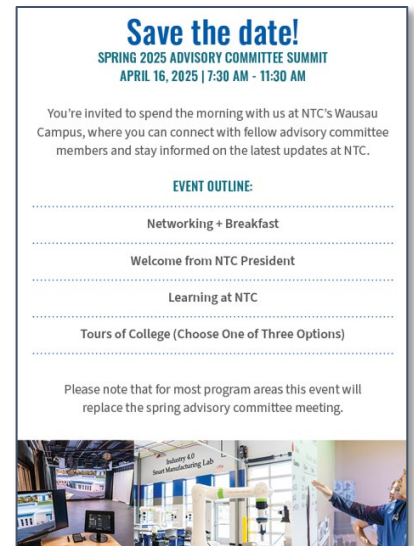
This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- April 16th. 2025; 7:30am-11:30am
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Industry Trends

Dental Therapy Program Director, Dr. William Akey, introduced the following topics and proposed questions to the committee regarding them:

- EFDA-NTC starting program in Fall 2025
 - Do you anticipate utilization of an EFDA in your practice?
 - Not every facility has the need at the moment but there was a general understanding of how needed and valued EFDA will become in the future. Many places are always looking for assistants already so EFDA could help with that need.
 - Question was asked: According to CODA, EFDA should fall under the Dental Assisting accreditation. However, it's been noticed that some EFDA programs are under Dental Hygiene instead. What is NTC's approach?
 - Deb Koziel's response: Our Dental Assisting program is not currently accredited by CODA, and CODA does not offer EFDA-specific accreditation at this time. We have not yet decided if we will pursue CODA accreditation for EFDA if it becomes available.
 - Some industry partners have observed instances where patients were not comfortable with EFDA, raising concerns about its practical value versus theoretical benefit.
 - Despite these concerns, the general agreement is that the support EFDA will provide to facilities will outweigh any potential drawbacks.
- Artificial Intelligence (AI)
 - Is AI being used in your practice?
 - For those that haven't used AI yet in the field, they have heard of it being used in the following areas, but none have actually been implemented yet for them to have direct experience with it:
 - Transcribe notes
 - Review X-Rays
 - Run claims and prior authorization documents
 - MPC Endodontics does currently have AI to review X-Rays but they have seen that it is not as reliable as they would like. The system will over-diagnose by highlighting/calling attention to aspects that are not actually there. They've actually had to request it be shut off for now because of the unreliable reviews.
 - Overall, AI in the dental field seems very promising but does not seem to be efficient enough yet for it to become the norm.
 - Considerations for the use of AI in the Dental Therapy Program
 - 3D scanner for teeth
- Suggestions-



- The committee was asked to respond to the question “Are there any suggestions for us to investigate for possible implementation?”
 - Dr. Wheeler suggested looking into the CARE STREAM hand held X-Ray machine – the charging is incredibly fast and efficient, as compared to other hand-held X-Ray machines he knows of/has used.

Program Updates

Dental Therapy Program Director, Dr. Willian Akey, shared the following Program Updates:

- CODA Update
 - Submitted application for accreditation to CODA
 - Now awaiting assignment of reviewers, CODA review, and site visit date
 - In developing curriculum, great detail was taken to ensure that all programs will interact with one another
 - Planning Cohorts of 12 each fall semester
- Team went to Milwaukee to present curriculum to the Wisconsin Dentistry Exam Dental Examining Board
 - Matt Crespino and Dr. Dunkel sat in on this meeting and both wanted to extend their appreciation for how much information was shared and presented. Both felt like the team thoroughly went over the pieces of curriculum and the process of the entire program in enough depth that questions they would think of would be answered before they even had to ask.
 - Both are also hopeful that the preparedness and confidence that was witnessed during the presentation will help alleviate any wavering worries surrounding Dental Therapy.
- Program Recruitment Events
 - Dental Therapy Listening Sessions (Can attend in-person or via Zoom)
 - 1st Session- October 25, 2024 (12:00-1:00pm)
 - 2nd Session- November 1, 2024 (2:00-3:00pm)
 - 3rd Session- November 7, 2024 (6:30-7:30pm)
 - Guest speakers from Apple Tree Dental in Minnesota
 - Dr. Dunkel mentioned that Wisconsin Dental Association is also holding an event during this date and time so there may be limited dentists in attendance for this session.

Program Modifications

- CODA is reviewing the curriculum, thus no modifications since the last meeting

Facilities/Equipment

Addition on clinic is well underway. After the addition is complete, NTC will have a total of 58 operatories.

This summer, Dental acquired 24 DCI series 5 operator chairs. We installed 12 chairs during August, and the remaining 12 will be set up over winter break once our building addition is finished. Four of these chairs were purchased using capital funds, while the rest were funded by the Dental Therapy grant.

In addition to the 20 operator chairs, we also used the Dental Therapy grant to acquire 12 A-dec

simulators and 12 Kilgore manikin heads, which will be located in our new simulation classroom as part of the building expansion.

We are currently in the process of purchasing the following items with the remaining Dental Therapy grant funds.

- 32 Schick33 X-ray sensors (*16 size 1; 16 size 2)
- 9 Nomad X-ray units
- 6 Porter nitrous flowmeters and breathing circuits
- 2 M11 autoclaves (or possibly a large-capacity autoclave)
- 1 Hydrim
- 1 Statim

Other Items

Community Partnership Campus – Free Clinics

- Event Date: Friday, October 25 (8:00-12:00)
- Pre-registration:
 - Friday, October 11 (7:30-2:00)
 - Monday, October 14 (Noon- 6:00)
- 56 available appointments
 - 7 children every 30-minutes
- 47 Student Volunteers
 - (First-year DH, Second-year DH, & DA)
- RDH/DDS Volunteers
- Dental Staff Volunteers
- Product Donation: NTC Dental Program-materials provided by our clinic



NTC is also working on a collaboration with Marquette regarding Dental Therapy

- More information will come as the collaboration takes shape

A question was asked by both Paula Rew and Jordyn Olson regarding any changes to original proposed requirements for the program: Will students still be required to have a certain number of clinical hours and/or work experience before they can enroll into the program?

- No, Laura and Dr. Akey have chosen to remove these requirements for a couple of different reasons:
 1. the students will be coming from a Dental Hygiene background so they will already be familiar with dentistry and working with/on patients so the clinical hours are not needed.
 2. similarly, students will still be required to have a Wisconsin Licensure before starting the DT program so they will already have proven clinical competency. Lastly, requiring work experience could create more limitations and obstacles for students, preventing many from being able to enroll. It would not be a sustainable or efficient approach to require students complete the DH program, complete a year or two of work experience, and then stop working in order to join the DT program.
- Laura also mentioned that there is a potential for creating a DT track which would still require the completion of the DH program but then students would be able to get their Licensure after graduating in the Spring and then go straight into the DT program in the Fall.

Next Meeting

The date for the 2025 spring meeting: Wednesday, April 16, 2025 from 7:30am-11:30am. If it is determined that CODA requires a separate meeting outside of the Spring Summit, Dr. Akey and Laura Ahonen will reach out to members. The meeting adjourned at 1:16pm.

2024 Fall Medical Coding Advisory Committee

Meeting Minutes

Date: Oct 15, 2024;

Time: 12:00 pm-1:30 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/82532749142>

Attendees

Industry Members:

- Heidi Adams- Senior Manager, Coding Team, UMR ZOOM
- Laurie Fitzsimmons- System Coding & O-CDI Director, Aspirus Revenue Cycle, Aspirus ZOOM
- Sheri Knutson-Senior HCC Coder for Operations, Pine Park Health
- Beth Radtke- Senior Claims Quality/Audit Representative, UMR ZOOM
- Jennifer Hallett- Revenue Cycle Trainer, Aspirus ZOOM

NTC Team:

- Laura Ahonen- Associate Dean, Allied Health and Human Services
- Tim Hinke- Advisor, Student Success ZOOM
- Sara Nickel- HCBS/Medical Coding Faculty
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence

Welcome Introductions

Meeting called to order by committee chair, Jennifer Hallett, at 12:05pm. Jennifer welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Jennifer Hallett, committee chair, called for any changes to the minutes from the spring meeting (04.23.24). There were no changes made to the minutes from the spring meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, an upcoming Community Open House on November 6th, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have 100% guaranteed transfer (after 2 years) to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to reviewing Student Support resources available, including Health Services via Telehealth.

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Spring 2025 Advisory Committee Summit

This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Industry Trends

- Aspirus Affiliation with St Luke's
 - Expansion of Aspirus Health Plan
 - Health plans were partnering in the past and this trend looks like maybe this working model may begin to come back a bit
- Open Positions
 - Aspirus has mostly remote positions for revenue cycle and coding
 - All positions are listed on their website
 - Aspirus continues contracting with outside companies for some positions, which may change as they continue to onboard St Luke's
 - Is there competition? Are you losing people to competitors?
 - There was a decrease in the number of applicants before offering remote work
 - Now that positions are remote, there is a bit more competition regarding pay, etc. since candidates can take a job anywhere in the United States in some positions.
 - UMR is hiring various positions that having a medical coding background is helpful in
 - They indicated that they have doubled their coding team and currently have almost 50 staff doing medical coding related functions.
 - Shortages are everywhere
 - Upcoming: Use of new codes for genetic testing- specific genetic panels ordered by physicians
- Impact of AI
 - Not widespread but members have seen it trickle into aspects of how they work
 - Impact of Career Availability in Coding due to AI
 - There has to be someone behind the AI making sure it is correct
 - Editing system-so much logic behind this; must make sure we are not inappropriately denying claims
 - We will always need to have people to due to non-automated portions of these positions; NTC is not hearing feedback of a fear that Medical Coding will not be a marketable degree in the future due to AI.
 - Training manuals-this presents limitations for proprietary reasons when using software like EPIC
 - For start-up companies, they feel more like they are at ground zero. There is excitement about getting to be involved at this level with product development.
 - Coders should have a full range of knowledge; companies do not just look at quantity anymore
 - Scribe, dictation, conditions, levels of service, etc.
 - Suggestions can turn into fixes quicker because action is taken when the notes are turned into action steps immediately
 - You can input guidelines into AI to ensure they are applied during the coding process

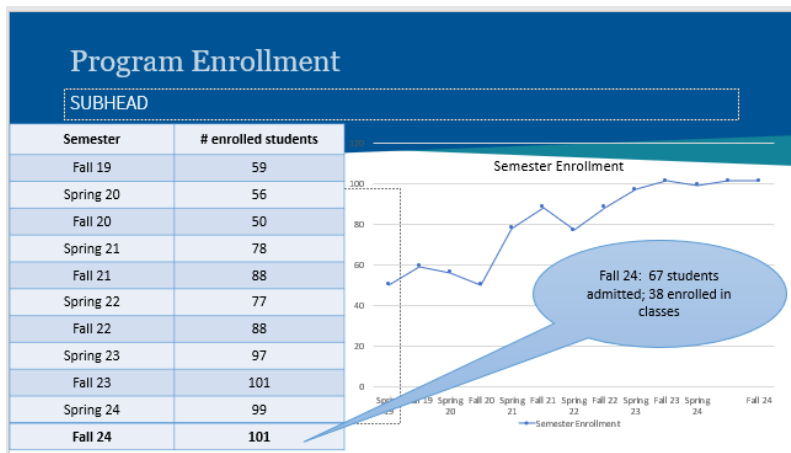
Program Updates

Sara Nickel, Faculty, shared the following Program Updates:

Medical Coding Specialist

Enrollment Update

Numbers remain steady and consistent



State Aligned Curriculum

NTC Medical Coding Specialist –Technical Diploma

WTCS State-Aligned Curriculum

First Term – Course Credits (12/13)	Second Term – Course Credits (9)	Third Term – Course Credits (8)
College 101 – 1	Foundations of HIM - 3	ICD Procedure Coding – 2
Medical Terminology - 3	CPT Coding - 3	Healthcare Revenue Management - 3
Digital Literacy for Healthcare - 2	ICD Diagnosis Coding - 3	Intermediate Coding - 3
Human Disease for the Health Professions – 3		
Body, Structure & Function – 3 or General Anatomy & Physiology - 4		

*Everyone who participates in a program offered by a college through WTCS is offered the same program since it is a state-aligned curriculum.

TSA Exam

TSA Scoring Guide

Technical Skills Attainment

SUBHEAD

Program Outcomes	Rating Scale
Collect health data	MET Performs adequately, meets basic standards
Apply coding and reimbursement systems	NOT MET Little or no evidence of meeting basic standards
Model professional behaviors and ethics	
Use electronic applications to manage health information	

TSA = Mock CCA Examination

TSA Scoring Guide

Scoring Standard

You must achieve a rating of MET on all criteria for each program outcome to demonstrate competence (passing). A rating of NOT MET on any criterion results in a NOT MET score for that program outcome and for the TSA Assessment.

Scoring Guide		
Criteria	Ratings	
A. Collect health data		
Abstract information from the health record (CCA Exam- Domain I, 3 and Domain III, 1-5)	Met	Not Met
Validate completeness and accuracy of health data for coding, billing and statistical reporting (CCA Exam- Domain 3, 1-5)	Met	Not Met
B. Apply coding and reimbursement systems		
Assign ICD diagnosis and procedure codes using current regulations and established guidelines (CCA Exam- Domain 1, 8-10 and Domain IV, 1-9)	Met	Not Met
Assign CPT and HCPCS codes using current regulations and established guidelines (CCA Exam- Domain 1, 9-10 and Domain IV, 1-9)	Met	Not Met
Determine reimbursement for a variety of healthcare settings (e.g. MS-DRG, APC, RBRVS etc.) (CCA Exam- Domain 2, 3-4)	Met	Not Met
Monitor coding and revenue cycle processes (CCA Exam- Domain 2, 5-13)	Met	Not Met
C. Model professional behaviors and ethics		
Adhere to security, privacy, and confidentiality policies, laws and regulations in the execution of work processes (CCA Exam- Domain VI, 1-11)	Met	Not Met
Apply and promote ethical standards of practice (CCA Exam- Domain VI, 1-3 and Domain IV, 3)	Met	Not Met
Demonstrate reliability, dependability, and initiative (CCA Exam- additional questions)	Met	Not Met
D. Use electronic applications to support coding and data collection		
Use common software applications in the execution of work processes (CCA Exam- Domain VI, 1-5)	Met	Not Met
Use specialized software in the completion of HIM processes (CCA Exam- Domain V, 1-5)	Met	Not Met
Use the EHR to abstract health data (CCA Exam- Domain V, 1-5)	Met	Not Met
Adhere to security measures to protect electronic health information (CCA Exam- Domain VI, 4-9)	Met	Not Met
Overall Score:	Pass	Fail
Note: Each program outcome criteria must earn a rating of "Met" to achieve an over-all score of "Pass" on the assessment.		
Student Name:	ID #:	
Evaluator Signature:	Date:	

Note: Each program outcome criteria must earn a rating of "Met" to achieve an over-all score of "Pass" on the assessment.

Student Name:

ID #:

Evaluator Signature:

Date:

Medical Coding TSA Results

Semester	Total Students	Total Passing	Total Failing	Pass Rate	AHIMA CCA Pass Rate
Spring 2024	16	15	1	94%	70% (2023)
Fall 2023	7	5	2	71%	70% (2023)
Spring 2023	9	7	2	78%	70% (2022)
Fall 2022	10	8	2	80%	70% (2022)
Spring 2022	9	7	2	78%	74% (2021)
Fall 2021	18	17	1	94%	85% (2020)
Spring 2021	14	12	2	86%	85% (2020)
Fall 2020	11	10	1	91%	82% (2019)
Spring 2020	10	9	1	90%	82% (2019)
Fall 2019	7	7	0	100%	77% (2018)
Spring 2019	8	8	0	100%	68% (2017)

*Our pass rate: 94%

*Nat'l Avg: 70%

GREAT YEAR!

Sara reported a very high level of coding aptitude among last year's students.

WTCS State Aligned Curriculum Review

WTCS HIT/M and Medical Coding Curriculum Review - Background

Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM)

- HIT/M AD and Medical Coding Specialist TD share courses
- HIT/M AD programs are accredited by CAHIIM
- CAHIIM has established new Future Education Model (FEM) competencies that accredited programs must meet
- All HIT/M + Medical Coding courses are being reviewed and revised to meet these new FEM competencies
- Changes to aligned courses will be implemented by Fall 2026
- 1st meeting: September 13, 2024

*Must be cognizant of these requirements

WTCS Aligned Program Review

- Technical Skill Attainment (TSA) rubric
 - Might be changed if there are changes in the state mandated curriculum
- Aligned Courses (course numbers, course titles, course descriptions, credits, etc.)
- Competencies and performance standards

Program Modifications

We could see some significant changes in these courses related to foundational principals, as well as changes in revenue cycle. Next meeting for this state curriculum review committee is later this month, with final recommendations due June 2025; Implementation is projected for Fall 2026.

- Foundations of HIM
- Healthcare Revenue Management
- Intermediate Coding

Expected Courses without Modifications

- CPT Coding
- ICD Diagnosis Coding
- ICD Procedure Coding

Other Items

- Recruitment
 - College-wide Preview Day
 - Open House
- Accreditation
 - CAHEM VS HLC
 - Program specific vs college-wide accreditation
- Other Issues
 - Social Skills
 - Does it hurt to have a program all online because students should learn how to interact socially because in their job they will need to communicate successfully with providers.
- Next Meeting
 - If there is a need to meet to review information regarding state aligned curriculum modification, then we can schedule a spring meeting outside of the Summit. Otherwise, the next meeting will be the Summit on 04.16.25.

Next Meeting

The date for the 2025 spring meeting is Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 1:16pm.

Foundation of Teacher Education Advisory Committee Meeting Minutes

Date: Wednesday, October 16, 2024

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Glenda Butterfield Boldig – Superintendent/Director, Bowler School District
- Maggie Beeber – Undergraduate Advising Coordinator & Teacher Certification Officer, UW Stevens-Point
- Patrick Galligan – Superintendent, Colby School District
- Tabatha Gundrum – Director of Human Resources, Wausau School District

NTC Team:

- Brooke Schindler – Dean, School of Liberal Arts Transfer, Education, and General Studies
- Hannah Lee – Administrative Assistant, School of Liberal Arts Transfer, Education, and General Studies
- Pa Houa Lee – Faculty, Foundation of Teacher Education
- Tricia Smith – Faculty, Communication
- Sheri Rehman – Advisor, Student Success

Welcome & Introductions

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

Update and highlights from last meeting, Spring 2024

Committee members review the previous meeting minutes from [March 6, 2024](#).

NTC College Updates

Brooke presented updates from the [NTC Fall 2024 PowerPoint](#).

Instructional Area/Program

A. Program Information

1. Program Overview & Curriculum Modifications: Pa Houa explained that the FoTE program is a state-aligned curriculum consisting of 14 courses, including two practicum courses, each requiring 108 hours of field experience. Every five years, all courses are reviewed and revised to ensure the competencies remain relevant and align with current educational trends and policies. Recent updates include adjustments related to Act 20, the Science of Reading initiative. Both Techniques in Reading and Techniques in Language Arts courses have been enhanced to include more content focused on the Science of Reading. Additionally, with revisions under Act 31, the Techniques in Social Studies course now includes Asian American history alongside the existing Native American content. All courses have been reviewed and these updates were implemented this Fall term.

Pa Houa also noted that her classes include students with various backgrounds and experiences. Some students are currently working as paraprofessionals, some are non-traditional students, such as stay-at-home parents looking to enter the education field, and others have joined straight from high school. Students are drawn to the program in part due to the 2+2 agreements, which allow them to complete two years at NTC before transferring to a four-year university to finish their degree. This pathway provides students an opportunity to save on tuition costs.

2. Enrollment: Brooke provided an update on enrollment for Fall as shown.

Year-end Information				Point-in-time Comparison	
Row Labels	2022	2023	2024	Fall 23-24	Fall 24-25
105222 Foundations of Teacher Education					
FTEs	21.5	17.1	14.8	Not Available	Not Available
Unduplicated Headcount	40	33	34	27	26

B. Industry Trends

Maggie Beeber – UW Stevens Point, noted that while some UW colleges face enrollment challenges, UWSP's enrollment remains stable. The programs in her area are robust and full including Graduate Studies, Special Education, Elementary Education, and Family Consumer Science. They are licensing more teachers; however, this increase may be driven by schools facing challenges in finding qualified candidates.

Some incoming students transfer to UWSP with dual credits from the FoTE program, which helps streamline their path to UWSP. She highlights the importance of creating a graduation plan for new students as these plans have proven effective in helping students graduate on time or even early. Graduation plans also assist transfer students by providing a clear roadmap, and her team has received positive feedback from students who benefit from this structured approach. Having a graduation plan allows students to weigh options when adding or dropping courses, and it provides a visual guide to track necessary classes for staying on schedule. Plans benefit both students and school districts by helping to anticipate class sizes and identify potential new hires.

She briefly touched on AI and notes that while it is great tool, there is still hesitation to using it and learning how to teach students how to use AI with adequate knowledge. Along with the challenges in AI usage, she also emphasizes that soft skills are the hardest skills to teach but are essential and highly used in this field.

Maggie will be retiring after this Fall term.

Glenda Butterfield Boldig – Bowler School District, inquired whether FoTE classes are currently available as dual credit courses or through the Start College Now program. Pa Houa confirmed there is a handful of students that are currently taking a course as dual credit. Brooke added that the Intro to Educational Practices course is offered at Wausau West and White Lake High Schools. She clarified the difference between dual credit courses and distance learning at NTC: dual credit classes are taught by qualified high school teachers, while distance learning courses are led by an NTC instructor and broadcasted to high schools.

Glenda shared that she is collaborating with other superintendents to promote this pathway and encourages high school students to enroll in introductory courses early to get a head start. She asked for clarification on the certifications or licenses required for high school teachers to qualify for teaching dual credit courses. Brooke explained that the qualifications are similar to those needed to teach at NTC, and she will follow up with an occupational document for further details.



Glenda also noted that her school district has provided professional development on AI for staff. She expressed concerns about teaching students to use AI responsibly, emphasizing the importance of critical thinking and finding one's own voice before relying on AI. She worries that middle and high school students may not yet understand the importance of developing their own perspectives, which could lead to generic or cookie-cutter responses.

Currently, their district has two open positions: a full-time special education paraprofessional, a math teacher, and assistant child care teachers. Maggie suggested flexible scheduling options, such as creating part-time roles that accommodate student schedules, and recommended sharing these openings with NTC.

Patrick Galligan – Colby School District, shared that they are continuing to provide AI training and are collaborating with CESA to equip teachers with additional resources. Recently, they purchased translation devices to support their growing Hispanic student population, as they have faced challenges finding qualified translators locally. These devices, which are earpieces using AI technology, translate in real time, and they are excited to implement them in classrooms to help reduce language barriers.

He mentioned that last year saw lower turnover, though this year they anticipate more retirements among teaching staff, so they welcome anyone interested in pursuing a teaching career. There were also concerns about Act 20 and how its implementation might affect substitute teaching in elementary schools. Currently, reading interventionists are among the staff pulled in to help with substitute coverage, but their roles will become increasingly vital under the new requirements. He noted that, due to resource shortages, merging districts could be a real possibility within the next five years.

Tabatha Gundrum – Wausau School district, shared that they are training staff on using AI responsibly, emphasizing that while it's a valuable tool, it's not a comprehensive solution. The number one challenge currently is student behavior, largely due to staffing vacancies. Six weeks into the school year, several positions are still open, including 4-5 roles in Special Education, Elementary Music Education, and First Grade. There are also seven unfilled paraprofessional positions in Special Education, along with other support staff vacancies. For the first time, she has had to hire three General Education Elementary teachers on one-year licenses with stipulations, and no formal education background. While they are a large organization, these unfilled positions are critical for managing student behavior and maintaining a regulated classroom environment. Without adequately trained staff, behavioral issues have increased, as teachers without the necessary skills struggle to meet classroom demands. They are working to develop improved training sessions for paraprofessionals to help them prepare for classroom realities and to support teachers with one-year licenses who may lack essential skills like lesson planning and classroom management. They have tried pairing these teachers with retired veterans for on-the-job training and have a mentorship program, though it does not focus specifically on teaching methods.

The district has also hired some teachers from American Board-Certified Teachers (ABCTs). While some ABCT hires have performed well, Tabatha noted that classroom experience, such as student teaching, remains essential for quality teaching. She continues to work with DPI to navigate qualification requirements while staying within licensing specifications, but it has been challenging. With limited options, she feels uneasy about hiring underqualified candidates but has no alternative. Already, within the first month of school, they had one classroom teacher and two paraprofessionals resign on short notice.

Tabatha shared insights from a recent statewide HR networking meeting she co-facilitates. A key issue discussed was the high turnover rate among paraprofessionals, many of whom resign after discovering that the role does not align with their initial expectations. She noted that this challenge is widespread across the state.

In an effort to address staffing needs, the district is sponsoring eight staff members—including paraprofessionals and administrative assistants—who aspire to become educators. They are providing \$5,000 each to help them begin their education, along with guaranteed job placements. Although these efforts have yet to attract significant interest, they are hopeful that the initiative will gain traction.

Tricia Smith— NTC, discussed the Children’s Literature class, which explores the history of children’s literature, the role of illustration, and various book genres. Students examine different works across genres, and by the end of the course, they compile a portfolio of books that can serve as a resource during their practicum placements for FoTE and ECE students. Maggie asked if Tricia discusses book talks with her students, and Tricia confirmed that she models book talks in class to introduce new books. Pa Houa added that she places additional emphasis on book talks in the Techniques in Reading course.

Other Items for discussion

- A. Teacher apprenticeship pilot program through DWD: Pa Houa discussed the Teacher Apprenticeship Pilot Program through the Department of Workforce Development (DWD) and asked the committee if anyone is currently participating in the program, would be interested in joining, or could share their experiences. Patrick confirmed that their district is not involved in the apprenticeship program, but they are running their own "Grow Your Own" initiative. This program supports paraprofessionals working toward their teaching licenses, and it has been successful in their district. Tabatha confirmed that they are not participating in the apprenticeship program, though she was initially interested and reached out for more information. However, she was informed that only a few districts were selected to participate. She noted that feedback from other HR districts indicated the program has been challenging—it was rolled out quickly, lacked structure, and there was minimal advance information. Other districts are taking a similar approach to WSD by hiring teachers on one-year stipulations and bringing in American Board-Certified Teachers (ABCTs).
- B. Future NTC conference education topic suggestions: Pa Houa discussed the possibility of hosting a conference for educators and asked the committee for suggested topics and trends. Patrick recommended holding the conference at a time convenient for current educators to attend, with a focus on practical skills like classroom management and the application of AI tools. He also suggested inviting a speaker from CESA-10. Tabatha proposed additional topics, such as brain research on student responses, relationship-building strategies, and resilience. She noted that Stacy Stenz from Wausau School District would be an excellent speaker for these areas. She also highlighted the importance of focusing on teacher efficacy—specifically, the "I CAN make a difference" mindset, which has been less prominent recently.

Next meeting schedule & agenda items discussion

- A. Spring 2025 Advisory Summit: Advisory members were invited to attend the Advisory Summit in Spring 2025. The next Fall advisory will tentatively be held on Wednesday, October 15, 2025.

2024 Fall Criminal Justice Advisory Committee

Meeting Minutes

Date: April 9, 2024

Time: 3:00 pm-4:30 pm

Location: CHS4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/84489936101>

Attendees

Industry Members:

- Matthew Barnes-Police Chief, Wausau Police Department
- Chad Billeb- Sheriff, Marathon County Sheriff's Department
- Terry McHugh- Police Chief, Kronenwetter Police Department
- Mark Westen- Sheriff, Langlade County Sheriff's Department

NTC Team:

- Brian Fiene- NTC Faculty
- Jessica Katcher – Advisor, Student Success
- Matthew Kecker- NTC Faculty
- Brent Olson- Associate Dean, Public Safety & Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Eric Soberg- NTC Faculty
- Leslie Williams- Learning Coordinator, WTPD

Welcome Introductions

Terry McHugh, Chairperson 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, Terry McHugh, at 3:05 pm. Motion made by Matthew Kecker to approve the minutes from the spring 04.09.24 meeting; the motion was seconded by Eric Soberg. Motion carried.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Brent Olson, Associate Dean of Public Safety and Community Services. He discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). He also shared an update on the Health Mobile Lab, an upcoming Community Open House on November 6th, and the Spring STEM Fest set to take place in April 2025. Additionally, Brent discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed transfer to a four-year college or university. He also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to a brief review of Student Support resources available, including Health Services via Telehealth.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://timelycare.com/ntc))
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **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.

Workforce Training and Professional Development

Leslie Williams, Learning Coordinator for WTPD, gave an update on happenings in Workforce Training in Professional Development. She also highlighted current community offerings in the area of Workforce Training and Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2025 Advisory Committee Summit This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Program Updates

Program Enrollment

- Criminal Justice Associate's Degree Program Enrollment

- 1st Semester- 25 students
- 2nd Semester- 6 students
- 3rd semester- 9 students
- 4th semester- 2 students

TOTAL Enrollment- 42 students **(5) students graduated in Spring 2024

- Current Law Enforcement Academy Enrollment
 - 18 students currently in the Fall Law Enforcement Academy
- Upcoming Jail Officer Academy (Nov 2024)
 - 15 currently enrolled to start in November 2024
- Advocacy & Social Justice Specialist Technical Diploma
 - Fall 2025 implementation – 26 credits
 - Equips students with the essential skills/knowledge to tackle critical social issues within their communities. Upon completion, learners are prepared to explore career opportunities in social advocacy, community engagement, & public service.
- Emergency Management Associate Degree Program
 - Continuing exploration for possible development - Fall 2025 implementation
- Workforce Training & Professional Development- Public Safety Upcoming Offerings
 - Working on developing partnership with Wisconsin Emergency Management
 - Developing connections with FEMA
 - Offering the following courses or grant covered courses:
 - ☐ Vehicle Contacts Instructor 10/28/24 – 10/30/24
 - ☐ EVOC Instructor - 11/6/24, 11/27/24, 11/13/24, 11/14/24
 - ☐ Biennial Vehicle Pursuit Training – 11/8/24 and 11/25/24
 - ☐ SFST Instructor – Spring 2025 TBD

Program Modifications Discussion

No Program Modifications to share at this time.

Facilities/Equipment

Capital Equipment- none

Recent Purchases

- *S&W 9MM M&P 2.0 for small handed students to help them be more successful- this really helped a recent student of smaller stature whose finger did not even reach the trigger. She is now certified.*

Updates

Merrill Public Safety Center of Excellence continued expansion

- NTC continues the development of the “CSSC”/Community Safety Simulation Center

Other Discussion

- Retirements
 - Shane Heilmann- July 2024
 - Brian Fiene- Dec 2024
- CART/CIT/Crisis Management idea (Matt Kecker)
 - Is it possible to get CIT certification for academy students who go through academy crisis management curriculum?

- Fall/Spring- want to get all recruits this exposure to crisis work
- Is there a way to run the FT CIT class and include the recruits?
 - Do we need so many instructors per student?
 - Is all of the curriculum currently in crisis management covered in CIT?
 - Chief Barnes commented on what a benefit it would be for candidates to graduate the academy and be CIT certified upon graduation.
 - Topic specific sequencing- Is it possible to put this together in a way where the bulk of the program was covered in Academy (the already included 20 hours of Crisis Management) and then only a few additional days would be needed later to make up for the final 2 ½ days
 - All were in agreement this is a skill that officers need
 - CIT Approval- NAMI will authorize (Jackie in Marathon County is the contact person); requirement is 40 contact hours with specific topics presented and covered
- RedDot Systems (Matt Kecker)
 - Would like to start introducing miniaturized red dot sight (MRDS) in academy for problem shooters and start swapping slides to accommodate MRDS systems.
 - ½ or ¾ of the firearms will be transitioned-they bolt onto the top
 - Per Chief McHugh, Vortex replaces for free
 - Chief Barnes requested that NTC touch base with Industry on which ones are vetted and approved.
- Inservice Training Discussion (Matt Kecker)
 - Is there interest in the School of Public Safety doing more 'in-service' type offerings?
 - 10 years ago we used to do this
 - Topics would be upon request
 - Ex: Marshfield asking for EVAC, ground defense, etc.
 - Kronenwetter mentioned they would be interested
 - Wausau said maybe as one-offs for those who miss in-service, for example
- Professional Fitness Class idea (Eric Soberg)
 - Is there an interest in expanding fitness training to multiple semesters?
 - Increased issue with people who are unable to meet the PRT
 - This would require a curriculum change for more credits
 - Right now it is a one credit class
 - Starting the process earlier on in the program would make a bigger impact
 - Students are leaving after the 40 credits thinking they are ready for the PRT

- Chief Barnes asked if it is a lack or will or a lifestyle issue
 - Eric mentioned that he feels these are COVID students have not done as much physical fitness and try fads more than actually working to get physically fit
 - Financial- Academy is financially eligible
 - This would require a curriculum modification
 - There is value in the cost of this at approx. \$150, as a personal trainer for a semester would cost a significant amount
 - Eric Soberg has Personal Training certification, so this would be helpful in the development of this course modification
 - This strength and conditioning component would be the same that is often provided for professional athletes.

Next Meeting Schedule & Agenda Items Discussion

A spring Advisory Committee Summit will be held on April 16, 2025 from 7:30am-11:30am.

Motion was made by Chief Barnes to adjourn the meeting; Jessica Karcher seconded the motion. Motion carried. Meeting adjourned at 4:00pm.

Culinary Arts Advisory Committee Meeting Minutes

Date: 10/22/2024

Time: 2:00 p.m. – 3:30 p.m.

Location: Spoons & Zoom

Attendees

Industry Members:

- **Olivia Telschow** – Helene’s Hilltop Orchard; Owner & Advisory Committee Chairperson
- **Josh Heerts** – Wausau Country Club; Executive Chef
- **Carlie Peterson** – Carlie & Company; Owner

NTC Team:

- **Bill Schultz** --Student Success Advisor
- **Brock Decker** – Faculty, Culinary Arts
- **Dr. Brooke Schindler** – Dean, School of Business
- **Jon Reinke** – Faculty, Culinary Arts
- **Travis Teska** – Faculty, Culinary Arts
- **Valerie Becker** – Administrative Assistant, School of Business

Industry Discussion

Trends in Corporate and Event Catering

Josh Heerts: Noted an increase in small corporate events and appreciation parties, seeing potential in high-end, smaller gatherings (20-50 people). He mentioned that companies are reinvesting in employees through events and noted a demand for short-term appetizer offerings.

Olivia Telschow: Corporate spending on events has risen this year, with more employee groups holding gatherings.

Carlie Peterson: Food trucks are increasing in popularity, with some events preferring them over traditional catering. However, it’s challenging to predict quantities needed for these events, and profitability depends on sufficient attendance.

Brock Decker: Noted the high demand for catering, with some companies handling multiple weddings per weekend, and noted limited kitchen availability, particularly for large events outside the immediate area.

Distributor Challenges and Product Consistency

Josh Heerts: Discussed ongoing issues with Sysco, citing challenges with customer service, high prices, and order minimums, which suggest a preference for larger accounts. Josh noted that Sysco has struggled to rebound since COVID-19, while V. Marchese has performed better with produce.

Olivia Telschow: Noted that distributors are cutting higher-cost items, affecting menu consistency.

Jon Reinke: Sysco’s minimum order requirements and out-of-stock items hinder reliable service, impacting local businesses that depend on consistent deliveries.

AI Applications in Culinary Operations

Josh Heerts: Uses AI minimally, primarily to outline HACCP plans rather than for recipes, which he finds limiting due to AI’s reliance on *existing* recipes.

Olivia Telschow: Shared AI’s utility for allergen and gluten-free inquiries, particularly for checking new product specifications from manufacturers, which supports customer safety. She also uses AI for calculating labor vs. sales ratios.

Carlie Peterson: Uses AI for initial order planning, while **Brock Decker** finds it helpful in scaling recipes for different serving sizes.

Travis Teska and **Jon Reinke:** Noted that while AI is limited in culinary creativity, it aids in operational planning and organization, particularly for events requiring scaled or specialized menus.

Instructional Area/Program

Enrollment Update

Travis Teska: We are currently full with fifteen 1st year students. These students are a close-knit group and very supportive of one another.

Jon Reinke: We have 8 students in the 2nd year program. Two did not continue the program from last year.

Bill Schultz: Open enrollment for Spring 2025 begins on October 28th.



Culinary Arts Updates

Travis Teska: Students are currently in their Baking Fundamentals class now and will soon be taking the Serve Safe test. Unfortunately, attendance will be the downfall for some students, but most students will continue to be successful in the program by attending class. We've added instructional assistant, Chef Josh, who helps as an extra set of hands when Travis is in Pasture to Plate classes or when Chef Brock is helping second year students in Restaurant Operations class. This also helps students see people in different roles and observe different management styles.

Jon Reinke: We just have 2 weeks left of Restaurant Ops 1 and the numbers are very strong. Several students from the summer program are in the program and have been very confident serving in Spoons.

Hospitality Management Updates

Brock Decker: Brock will soon be traveling throughout Wisconsin to do some research on robotic servers and bussers in the Sun Prairie and Eau Claire areas as well as visiting some "livable wage" restaurants to see how owners and employees like this. Additionally, we will be removing the 3rd internship from the Hospitality Management program and replacing it with a class he is writing on local hospitality highlighting local lodging tourism, etc. This will allow local businesses to showcase what they offer in terms of employment through interviews.

Pasture to Plate

Travis Teska: The Pasture to Plate program, with seven students, launched using a state-approved mobile harvesting unit for on-farm harvesting. The class harvested five lambs and five hogs, with plans to add a camera for students to observe what is taking place in the trailer with the state inspectors. Seth Schulz, from Marathon County Health Department, assists as an adjunct instructor with firearm handling. An upcoming deer harvesting class with the DNR on November 19 could expand into community classes on sausage and jerky making. Meat sales have been strong, with the first sale at \$1,000 and the second at \$2,800.

College Wide Updates

Dr. Brooke Schindler reviewed Fall 2024 college-wide initiatives, including new programs, NTC's Health Mobile Lab, Community Safety Simulation Center, and the University Transfer program. She highlighted courses in Workforce Training, student support resources, and Handshake for employer connections. She also announced upcoming events: NTC's Community Open House on November 6th, Mind Trekkers on April 11-12, and the Spring 2025 Advisory Committee Summit.

Next meeting schedule & agenda items discussion

The next meeting will NTC's college-wide Advisory Committee Summit: Wednesday, April 16, 2025, 7:30am-11:30am

2024 Spring Nursing Advisory Committee

Meeting Minutes

Date: October 24 2024

Time: 7:30am - 9:00am

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/89815665923>

Attendees

Industry Members:

- Terese Blakeslee- Assistant Director of BSN@Home Options Program, UW Oshkosh ZOOM
- Amber Blocker, DON, Rennes Health & Rehab Center
- Ashley Donald, ADON/IP, Rennes Health & Rehab Center ZOOM
- Ryan Hanson, Director of Nursing Home Operations/Administrator, NCHC–Pine Crest Nursing Home ZOOM
- Beth Lamb, Nursing Lecturer, UWSP
- Heather Maass, System Clinical Staff Educator, Marshfield Clinic ZOOM
- Donne Poole- Education Programs Coordinator, Marshfield Clinic Wausau ZOOM
- Julie Reimer, Nurse Recruiter, Aspirus Wausau Hospital ZOOM
- Terri Ryan, DON, NCHC
- JoAnn Weinfurter, Chief Nursing Officer, Marshfield Clinic
- Anna Woller, Manager-Intermediate Care Unit, Marshfield Medical Center

NTC Team:

- Stephanie Bessert, Associate Dean of Nursing
- Chelsey Kleinschmidt, Learning Coordinator, Health Sciences and Community Services
- Michelle Knaup, Nursing Faculty
- Laura Litzer, Student Success Advisor ZOOM
- Angela Roesler, Dean, Health Sciences and Community Services
- Sandie Shorey, Administrative Assistant, Health Sciences & Academic Excellence
- Yang Yee Xiong, Student Success Advisor

Welcome Introductions

Stephanie Bessert, Associate Dean of Health Sciences and Community Services, welcomed everyone to the meeting and thanked them for attending.

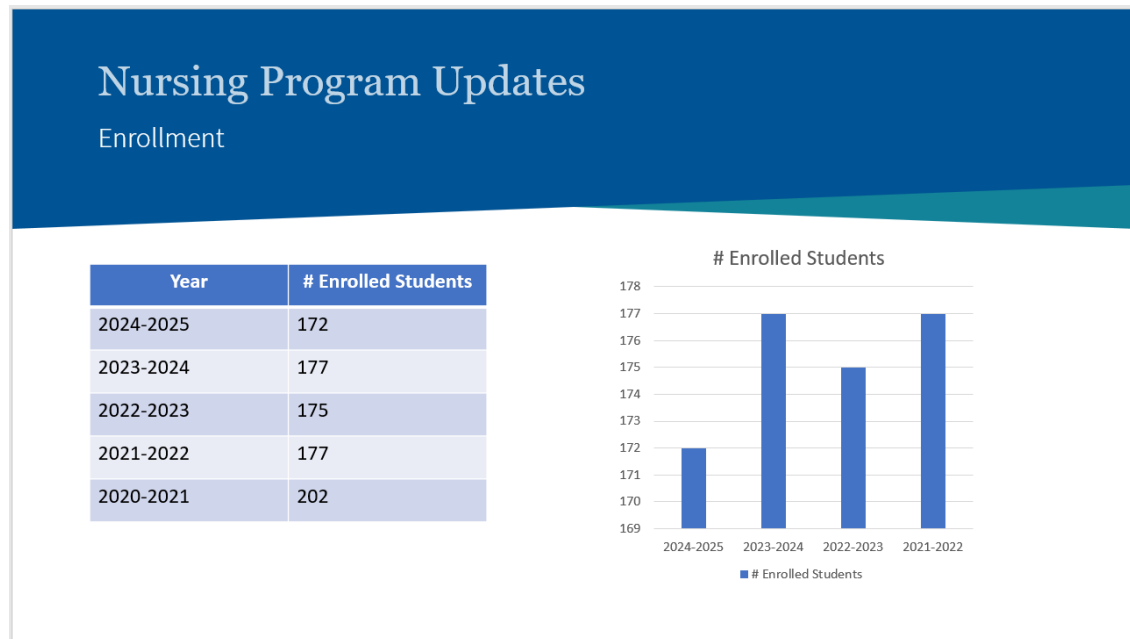
Update and Highlights from Last Meeting

Meeting called to order by at 07:38am. There were no changes requested to the minutes from the spring (05.09.24) meeting.

Program Updates

Stephanie Bessert, Associate Dean of Nursing, shared the following Program Updates:

Enrollment Report



*Enrollment opens 10/28/24 for the spring semester

Current Enrollment

- 62 First Semester
 - 27 Second Semester
 - 46 Third Semester
 - 37 Fourth Semester
- Total for Fall 2024: 172**
- NCLEX 2023 Pass Rate 99%

We currently have 62 students in the first semester. 11 students are part of the extended pathway that enrolled only in Fundamentals and Skills. Those students will not move forward to second semester. They will be taking pharmacology and clinical in the Spring 2025 semester. There are 11 extended pathway students currently in pharmacology and clinical that took Fundamentals and Skills in the Spring 2024 semester. We anticipate approximately 48 1st semester students will move on to clinical this semester (Fall 2024). The fall 2024 cohort for second semester is small as a result of students in the extended pathway and low admission in the Spring 2024 semester.

Graduate Survey Results

- 2023 – 100% employed in the nursing field
- 97% of graduates satisfied/very satisfied with the nursing program.
- 90% of employers satisfied/very satisfied with nursing graduates.
- 44% of students complete the program within 4 semesters (Goal 43%).
 - Spring 2022 – Fall 2023 cohort
 - ❖ Fall 2023 small graduating cohort

Program Recruitment/Events

- K12 Events
 - K12 Preview Day
 - Offered in the Spring & Fall
 - Fall date 10/29/24
 - Medford Helping Hands Event- 10/11/24
 - Very positive experience
- UWSP 1+2+1 Tour- this event was held on 10/14/24
 - 50 students
 - Great feedback
- Health Academy
 - Take GAP, CPR, etc. to give them a head start.
 - 12 last year, 9 of these students then came to NTC
- Poverty Simulation – Spring 2025
 - 4 simulated weeks that represent what it is like to live in poverty
 - Life events occur, bills need to be paid, must maintain a home
 - Speakers come in from the community
 - This is about connecting students with community resources
 - This also introduces students to volunteer experiences available in our community

Grant Opportunities

- State of Wisconsin's Wisconsin Fast Forward (WFF) grant program
 - Federal HRSA grant- through the State of WI Department of Workforce Development
 - Provides potential funding to healthcare partners to cover the cost of educating LPN to RN students who need to upskill to meet CMS regulations.
 - At this time, we are not moving forward due to low interest from our Long-Term Care partners. These come out 3-4 times per year.
 - Barriers include making the student cohorts and then committing to these groups of students; this creates a time barrier.
- WTCS State Grant- Career Pathways – seeking \$150,000
 - WTCS grant
 - Would help cover the costs of adding a new pathway to help our Long-Term Care partners and interested LPNs upskill to RN in order to maintain their employment in the LTC setting in accordance with the new CMS requirements.
 - Involves the concept of credit for learning, which is new in our industry
 - At this time, NTC is requesting support from the Advisory Committee to move forward with the Career Pathways grant.

Industry Trends

- AI in the Nursing Profession
 - Current AI integration
 - UW OSH KOSH- upcoming Ted Talk on AI

Dr. Seon Yoon Chung presented her insights on AI in healthcare education at the TEDx Oshkosh event on November 16. The event was held from 8:30 to 3:30 in Oshkosh. (see link below)

[Pair of UWO TEDx Oshkosh speakers to deliver thought-provoking talks on AI, politics - UW Oshkosh Today](#)

- Not a lot of tools for AI at this point
 - Working on how to integrate AI at UWSP
 - Lots of conversation about AI taking place at Marshfield Clinic
- Future plans for AI integration
 - Not using a ton and even pushing away from Telehealth
- Current RN Openings
 - Still an uptick in openings industry-wide
 - A point was brought up: Is it really that there are not enough nurses in the field or are they getting eaten up by contracted positions? This will not change until the regulations change.
 - Still using contracted employees; One partner reported that when they bring in contract employees, they have a policy to bring them from 100 miles or more away
 - Agency in intermediate care; one agency in ICU.
 - Still need more nurses in the field to compensate for how many we are losing in the field
 - Integration of AD to BSN; advanced therapeutic course to reduce readmissions/ Also a nutrition course. Two days to promote nursing to HS students
- Clinical Experiences
 - What's going well/what isn't going well for newly hired graduates?
 - 1st couple of clinical days are still hard
 - Want them to integrate more/better with the nursing staff
 - Learning curve; pre-visit before clinicals to meet the staff and learn the clinical structure. What are they coming in to do, how many patients are they going to take, etc. They need to know that they are not just coming in to shadow.
 - Review expectations from both sides
 - New grads going into specialty areas-How can these new nurses take control of their comfort level so that they do not get burnt out because we want them to stay in their role. The feedback is that they feel like they are drinking from a fire hose.
 - Feedback goes both ways-faculty is also encouraged to give feedback to the industry partners.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Dr. Angela Roesler Dean of Health Sciences and Community Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, an upcoming Community Open House on November 6th, and the Spring STEM Fest set to take place in April


2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed transfer to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to reviewing Student Support resources available, including Health Services via Telehealth.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - Step 1:** Create an account on Handshake.
 - Step 2:** Complete your employer profile.
 - Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** (timelycare.com/ntc)
- Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- Timberwolf Table**, NTC's food pantry for students
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- Student Scholarships**
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Workforce Training and Professional Development

There was also an update given on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

- Leadership/Supervision/Executive Training
- AI in the Workplace
- Advanced Automation Fundamentals
- Medical Assistant & Sonographers Conferences
- Flooring Installation Technician Program
- CDL Class A & B Accelerated Licensing
- Community Education
 - Dance, Beekeeping, Culinary, Quilting, Gardening, Woodworking



2024 Nonprofit Management Institute Graduating Class

Program Curriculum Modifications Discussion

No changes to report at this time.

New Graduate Orientation

What does orientation look like for new graduates?

- Number of weeks
 - 3 weeks or more (up to 12 shifts) in Rehab; 8-10 in hospital; 12 in specialty hospital units; May increase or decrease based on the employee need
 - Depends on comfort level and decision-making skills
 - Help them grow into their position and retain them
 - Also depends on their career goals; make it employee focused
- Number/acuity of clients
 - How does this progress through orientation?
 - Get paired up with a nurse or preceptor- like a mentorship
 - Following and shadowing; then eventually they lead-this is a progression
 - Unit nurses help with this flow
 - New Graduate RN Apprentice Program
 - Critical care nurse preceptorship program- 6 mo
- Are new grads being hired into specialty areas?
 - Is orientation different in these areas?
 - They can start in specialty areas but sometimes it is overwhelming and they have to move back, so some do tend to start the new nurses in more general units and then move them to specialty units as they are ready
- What support is available for new grads in the field?
 - Residency programs, support groups, etc.
 - Nurse residency programs
 - Preceptors/Mentors

Facilities/Equipment

- **Future Purchases**
 - **Victoria-** *the world's most lifelike childbirth simulator*
 - Designed to deliver exceptional training through a truly immersive experience
 - Simulates a full range of obstetrical events to facilitate teamwork and deepen critical thinking skills in learners of all levels.
 - From early pregnancy complications, high-risk deliveries, and postpartum emergencies to non-gravid scenarios for general nursing care

Spring 2025 Advisory Committee Summit

This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- April 16th. 2025; 7:30am-11:30am
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Other Discussion

Student Success Advisors (both joined the meeting via ZOOM)

Advising 715.803.1797

- Yang Yee Xiong was introduced to the group this morning as a Student Success Advisor that has now taken on advising nursing students (Last Name M-Z).
- Laura Litzer also reintroduced herself to the group. Laura was already a Student Success Advisor for Nursing students (Last Name A-L).

Next Meeting Schedule & Agenda Items Discussion

The date for the 2025 spring meeting: Wednesday, April 16, 2025 from 7:30am-11:30am.
Meeting adjourned at 08:54am.

Save the date!
SPRING 2025 ADVISORY COMMITTEE SUMMIT
APRIL 16, 2025 | 7:30 AM - 11:30 AM

You're invited to spend the morning with us at NTC's Wausau Campus, where you can connect with fellow advisory committee members and stay informed on the latest updates at NTC.

EVENT OUTLINE:


Networking + Breakfast

Welcome from NTC President

Learning at NTC

Tours of College (Choose One of Three Options)

Please note that for most program areas this event will replace the spring advisory committee meeting.



2024 Fall Nursing Assistant Advisory Committee Meeting Minutes

Date: 10/31/2024

Time: 12:00 pm – 1:30 pm

Location: 4011 and Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/82135517472>

Attendees

Industry Members:

- Amber Blocker- Director of Nursing, Rennes Health and Rehab
- Adam Kirmse- MAP Supervisor, Aspirus Wausau Hospital
- Ryan Hanson- Director of Nursing Home Operations/Administrator, NCHC–Pine Crest Nursing Home
- Donne Poole- Education Programs Coordinator, Marshfield Clinic Wausau ZOOM
- Lyllian Vue- Staff Coordinator, Rennes Health and Rehab
- Zach Ziesemer- Senior Executive Director, Rib Lake Health Services

NTC Team:

- Ashley Glodowski, NA Faculty
- Mason Heldt, Learning Manager, Health Sciences and Community Services
- Candace Hinz, NA Faculty
- Chelsey Kleinschmidt, Learning Coordinator, Health Sciences and Community Services
- Laura Litzer, Student Success Advisor ZOOM
- Angela Roesler, Dean, Health Sciences and Community Services
- Sandie Shorey, Administrative Assistant, Health Sciences & Academic Excellence
- Karen Simington, NA Faculty
- Pam Vetter, NA Faculty
- Candy Weininger, NA Faculty
- Yang Yee Xiong, Student Success Advisor ZOOM

Welcome Introductions

Ryan Hanson, Committee Chairperson, welcomed everyone to the meeting and thanked them for attending.

Update and Highlights from Last Meeting

Meeting called to order by Ryan Hanson at 12:01pm. There were no changes requested to the minutes from the spring (04.12.24) meeting.

Industry Trends

- TB Requirements for students and employees
 - Industry partners okay with instructors completing the 2-step process and the annual screening form from there-will need proof of completion.
 - Standardized screening on DHS website can be used

- AI Initiatives
 - Nothing at Rennes or AWH
 - Cross scheduling program used at NCHC
- Current NA Initiatives
 - Rennes is running their own CNA training every 6 weeks
 - This should hopefully eventually help with the CNA shortage and turnover (especially since the pandemic)
 - Hospitality Role at NCHC
 - Pinecrest Nursing is back up for sale
 - AWH- CNA program
 - Float pool utilizes the patient assistant role that then later often transitions people into the CNA role
- How are our graduates doing?
 - Sometimes it is overwhelming to them and so they need support in the transition
 - Communication skills/soft skills have been improving-huge difference
 - Students are willing to jump in and are not too timid or stand-offish
 - AWH- Hire on for summer and then they drop off when they go back to school in the fall
 - Younger students do have a bit of an issue with reliability

Program Updates

Mason Heldt, Learning Manager, shared the following Program Updates:

Enrollment Report

<i>CNA Enrollment Trends</i>						
	Summer		Fall		Spring	
	Start	Adjusted	Start	Adjusted	Start	Adjusted
2018-2019	152	142	170	131	199	182
2019-2020	158	150	129	111	143	109
2020-2021	141	115	144	107	193	167
2021-2022	118	106	100	74	121	111
2022-2023	110	97	94	78	156	132
2023-2024	143	126	113	107	166	154
2024-2025	146	133	168	142		

*Enrollment opened Monday 10/28/24 for the spring semester

*Enrollment is climbing again now after COVID

Accreditation Update

- Site visit with DHS was September 19, 2024
- We received accreditation for 2-years

- Feedback:
 - Increase clarity in policies so there is not only a policy, but also what the consequence is for the violation of the policy
 - Update Instructors and approved locations – update new names and locations for the state registry
 - Update the skills checklist to include both lab and clinical

State Testing Statistics- Headmasters TMU

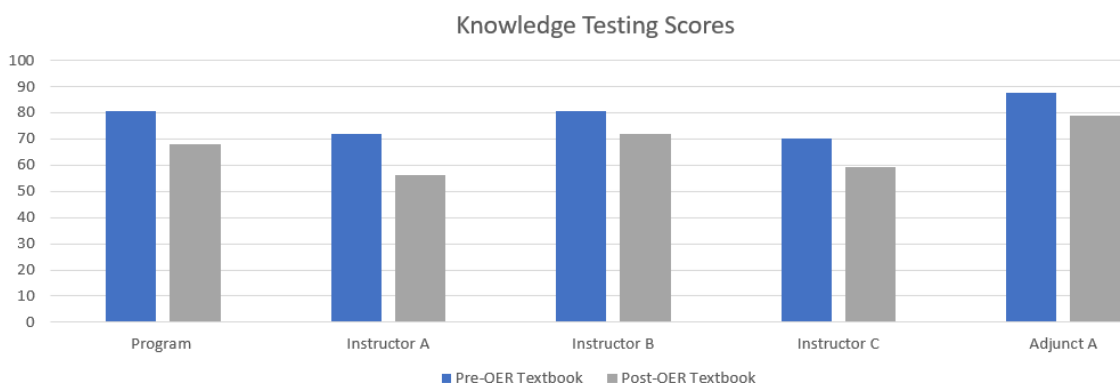
- Pre-OER data is from September 1st, 2022 through August 31st, 2023
- Post-OER data is from September 1st, 2023 through October 20th, 2024

	Program	Instructor A	Instructor B	Instructor C	Instructor D	Adjunct A
Pre-OER Textbook	Knowledge: 80.52%	Knowledge: 71.88%	Knowledge: 80.56%	Knowledge: 70%		Knowledge: 87.50%
	Skills: 87.56%	Skills: 83.33%	Skills: 88.57%	Skills: 88.98%		Skills: 100%
Post-OER Textbook	Knowledge: 68.22%	Knowledge: 56.25%	Knowledge: 71.88%	Knowledge: 59.38%	Knowledge: 69.70%	Knowledge: 78.95%
	Skills: 84.80%	Skills: 75.51%	Skills: 86.67%	Skills: 95.24%	Skills: 88%	Skills: 93.75%
Knowledge Scores Drop	12.3%	15.63%	8.68%	10.62%		8.55%

Program Modifications

- 1) Creating Kahoots on each subject matter-this makes them more successful in the testing environment. Basic nursing skills, for instance. And disease process is another.
- 2) Vocabulary worksheets and practice opportunities
- 3) Utilization of PowerPoints to connect knowledge to skills
- 4) Piloting knowledge practice test, in-person v. online as in the past
- 5) Utilizing case-study scenarios during test outs

Knowledge Testing Scores- Headmaster TMU



Mobile Lab

Health Mobile Lab

Bringing Healthcare Education to you!



We are excited to announce the launch of our mobile lab, bringing quality education directly to our community. With our state-of-the-art equipment and experienced instructors on board, we'll be offering community outreach classes in vital areas such as CPR, Nursing Assistant and other general Health Classes.

MOBILE LAB DETAILS

Flexible travel:	The trailer can travel to any location within NTC's District
Power requirement:	Required a 50 amp/220 single-phase power hookup. We are willing to work with your site to meet the site place requirements
Parking needs:	Provide a flat, paved parking spot to accommodate the 55' long and 14.5' wide trailer with the slides out and the ramp down
Facility access:	Access to restroom facilities is essential as the trailer is not equipped with them
Capacity:	Accommodates a class of 8 students
Fully functional classroom & lab:	Conduct a full class section inside the lab, maximizing learning opportunities

If you are interested in our mobile lab coming to your site, please reach out to Mason Heldt - Learning Manager for the School of Health Science and Community Services.

E: heldt@ntc.edu P: 715-803-1087

Course Review

- Completing an in-depth course review
- Ensuring our program aligns with the state-mandated 120 hours of instruction
- Revising the syllabus with policy clarification
- Updating course content to ensure student success
- Creation of Instructor Reference Course

Program Curriculum Modifications Discussion

No current changes to discuss

Facilities/Equipment

No updates at this time

College-Wide Initiatives

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Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed transfer to a four-year college or university within the UW system.

Angela also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI, in addition to reviewing Student Support resources available, including Mental Health Services via Telehealth.

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These resources are available to our students

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- Flooring Installation Technician Program
- CDL Class A & B Accelerated Licensing
- Community Education
 - Dance, Beekeeping, Culinary, Quilting, Gardening, Woodworking



2024 Nonprofit Management Institute Graduating Class

Other Discussion

- Medication Assistant Training
 - Review of the Medication Assistant Training course for Fall (information below)
 - Another class will be offered next Spring (the flyer for this class will be sent out with the meeting minutes)

MEDICATION ASSISTANT TRAINING

The Medication Assistant training program provides an opportunity for students to develop the knowledge of standard practices related to administration of medications affecting multiple body systems and meets the state requirements for certification.

Upon completion, the graduate qualifies for inclusion in the State of Wisconsin Medication Assistant Registry.

**Applications must be approved prior to entering the course.*

PREREQUISITES

1. Must be 18 years of age
2. Have a high school diploma or HSED
3. Be on the State of Wisconsin nurse aide directory
4. Be current on the federal nurse aide directory
5. Have at least 2000 hours experience in direct patient care within the last 3 years
6. Have worked a minimum of 40 hours, within the last 90 days, with the residents to whom the student will be working during the clinical experience.
7. Be recommended in writing by 2 licensed charge nurses under whose licenses the aide will be administering medications.

Course Schedule
NTC Center for Health Sciences
1000 W. Campus Drive, Wausau, WI 54401
All Classes: 10:00 a.m. – 3:00 p.m.

Wednesday, November 6, 2024
Thursday, November 7, 2024
Wednesday, November 13, 2024
Thursday, November 14, 2024
Wednesday, November 20, 2024
Thursday, November 21, 2024
Thursday, December 5, 2024

Cost.....\$999 per person
Includes all materials

Learn more and register:
<https://bit.ly/medication-assistant-2024>

CONTACT US FOR MORE INFORMATION: 715.803.1965 • ce@ntc.edu

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- April 16th. 2025; 7:30am-11:30am
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Next Meeting Schedule & Agenda Items Discussion

The date for the 2025 spring meeting: Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 12:39pm.

Save the date!

SPRING 2025 ADVISORY COMMITTEE SUMMIT
APRIL 16, 2025 | 7:30 AM - 11:30 AM

You're invited to spend the morning with us at NTC's Wausau Campus, where you can connect with fellow advisory committee members and stay informed on the latest updates at NTC.

EVENT OUTLINE:


Networking + Breakfast

Welcome from NTC President

Learning at NTC

Tours of College (Choose One of Three Options)

Please note that for most program areas this event will replace the spring advisory committee meeting.



Early Childhood Education

Advisory Committee Meeting Minutes

Date: 11/01/2024

Time: 11:00 a.m. – 12:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Amy Faust - Director, St. Therese, Neuman Catholic Early Childhood Center (NCECC)
- Andrea Velasquez – Executive Director, Marathon County Child Development Agency
- Cassy Hoffman – Early Learning Center Administrative Director, Trinity Merrill Lutheran Early Learning Center
- Jennifer Genrich – Family Consumer Sciences and Health Services Teacher, Wausau School District
- Sarah Welch – Director, St. Michael, Neuman Catholic Early Childhood Center (NCECC)
- Stacy Peterson – Family and Consumer Ed Teacher, D.C. Everest School District
- Stacy Stenz – Early Childhood, Early Elementary Program Support Teacher, Wausau School District
- Susy Curry – Higher Education & Career Development Specialist, WECA
- Sue VanderLoop – Anchor Rater, YoungStar
- Terese Baier – Retired Early Childhood Educator
- Tracie Frisch – Family Consumer Science Teacher, Unified School District of Antigo

NTC Team:

- Asia Bay, Coordinator, WTPD & Apprenticeship
- Hannah Lee – Administrative Assistant, School of Liberal Arts Transfer, Education, and General Studies
- Nicole Guthrie – Faculty, Early Childhood Education
- Pa Houa Lee – Faculty, Foundations of Teacher Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies
- Sheri Rehman – Student Success Advisor
- Skye Mucha – Student Resource Coordinator

Welcome & Introductions

The Early Childhood Education (ECE) Advisory Committee was welcomed, followed by introductions from members and NTC staff.

Update and highlights from last Meeting (Spring 2024)

The members review of the previous meeting minutes from [April 5, 2024](#).

NTC College Updates

Sara presented updates from the [NTC Fall 2024 PowerPoint](#).

Instructional Area/Program

A. Program Information

1. Program Overview: The Early Childhood Education program is a two-year associate's degree that prepares learners to work as teacher-caregivers in early education from birth through 3rd grade. Embedded is a one-year technical diploma, allowing students to get experience in the field their first year. Additionally, the program offers two certificates and four internship

opportunities for students to get hands on experience. The program is currently offered fully online however, students still gain hands-on experience through practicum placements.

2. Enrollment: Sara provided an update on enrollment and shared there are currently 121 active students this spring, compared to two years ago, there has been a 54% increase.

Year-end Information

Row Labels	2022	2023	2024
103071 Early Childhood Education			
FTEs	37.9	49.9	58.5
Unduplicated Headcount	84	95	103
313077 Early Childhood Teacher			
FTEs	3.6	7.3	5.6
Unduplicated Headcount	11	20	18

Point-in-time Comparison

Fall 23-24	Fall 24-25
Not Available	Not Available
89	84
Not Available	Not Available
15	11

B. Industry Trends

Stacy Stenz – Wausau School District, shared her a recent collaboration with D.C. Everest school district and the implementation of a new curriculum, Frog Street, in their early childhood classrooms. Stacy also mentioned the addition of play materials in kindergarten classrooms and the introduction of calm kits in all classrooms. She further discussed her work as a trainer with the neurosequential model of education and her efforts to raise awareness about brain states and stress signals in various settings.

Susy Curry – WECA, shared that they recently hosted their annual conference, beginning with a pre-conference event tailored to higher education and professional development staff. Additionally, she has attended several advocacy events across the state during the election season, highlighting the importance of initiatives like Childcare Counts. Recently, she attended an event in Fox Valley. She also shared a link to [Raising Wisconsin](#), an advocacy effort supported by WECA and other organizations, emphasizing the need for adults to advocate on behalf of children who cannot vote.

Sue VanderLoop – Youngstar, has over 34 years of experience in various roles, is currently working with Shine Early Learning within the YoungStar program. As the anchor rater for the state, she travels to programs throughout Wisconsin—from large cities like Milwaukee to small rural towns in northern areas—to conduct classroom observations as part of the formal rating process. She noted that many directors statewide are feeling exhausted and frustrated due to persistent staffing shortages, which has led some family childcare centers to close. Sue expressed interest in knowing the current enrollment numbers in the program, as there is a pressing need for growth to support these programs.

In her role, Sue works closely with teachers, offering consultations to discuss the positive developments she observes in classrooms. Part of her responsibility at YoungStar involves supporting continuous quality improvement by using environment rating scales to help staff explore new ways to enhance their classrooms. She connects them to resources and collaborating partners, including WECA, a satellite program in Madison, and the Erikson Institute. She looks forward to referring directors to Handshake to assist them in finding qualified candidates for open positions.

Andrea Velasquez – Marathon County Child Development Agency, shared that they are collaborating with DCE and Mosinee 4K and are planning to extend this collaboration to Wausau next year. Currently, they have three NTC students on-site, which has been a positive addition. They are fully staffed and fully enrolled. Additionally, they are partnering with Learning World ABA to provide students diagnosed with autism access to ABA therapy. They continue their collaboration with the LENA program, with five families actively participating.

Tracie Frisch – Unified School District of Antigo, currently teaches three sections: ACCT, Child Development, and Infant & Toddler, with a group of engaged students. Over the summer, the Antigo Childcare Center closed, but a former student of hers is reopening it, hopefully by November. She's excited about this as it will provide an additional site for her students to complete observation hours. Given limited childcare centers and the lack of study hall periods for observations, she's had to get creative to provide observation opportunities. Sara suggested inviting a NTC career coach to speak with her students.

Tracie expressed interest in teaching three core Early Childhood Education classes, as this would be beneficial for students interested in working at childcare centers. Completing these core classes would enable them to jumpstart their careers as lead teachers. Nicole confirmed the three required courses to qualify as a lead teacher are Foundations of Early Childhood Education, Infant and Toddler Development, and Health, Safety, and Nutrition. These courses are also a part of the [Early Childhood Licensing Basic Ages 0–2 Certificate](#). While these courses qualify students to become lead teachers, several other course combinations can also meet this requirement, including Child Development, which many high schools offer and can count toward this qualification.

Sarah Welch – NCECC, shared that they are actively seeking teachers, with a current opening for a 4K teacher. Overall, their program is running smoothly, and they maintain low class sizes in alignment with student-staff ratios. This year, they introduced Social and Emotional Learning (SEL) initiatives for younger students, following Neuman's lead from last school year. Since implementing the program in October, it has been well-received by students and is going well. They also have Neuman High School students regularly visit their classrooms, as part of an early childhood program, to complete class observations, though it's unclear if this is part of a dual credit course. Sara recommended posting their job openings on Handshake to increase visibility.

Stacy Peterson – D.C. Everest School District, currently teaches the Foundations of Early Childhood Education course, which is offered as dual credit. There are currently 30 students enrolled, and enrollment has remained consistent throughout the years she has taught the course. Her students enjoy the course and are performing well.

Amy Faust – NCECC, shared that they are also implementing the Social and Emotional Learning (SEL) program at their center, although they are a bit behind due to completing their formal YoungStar rating review. They have successfully achieved a 5-star center rating. In addition, they are also supporting staff through the TEACH program. Currently, three teachers are working towards their associate degrees, and once they complete, all staff at their center will have an associate degree or higher. Although they are one staff member short, everything is going well.

Jennifer Genrich – Wausau School District, shared that she currently teaches the Foundations of Early Childhood Education class with 26 students enrolled. Last spring, the Aspirus YMCA reached out to her, asking if she could bring her students to their facility during their black period. This provides her students with valuable experience working with different age ranges. In the classroom, they focus on core concepts and learning, which the students enjoy immensely. She noted that students often brag to their peers about how much fun the class is, which has contributed to a very positive environment and enthusiasm for the course.

Terese Baier – Retired Early Childhood Educator, expressed her excitement upon hearing about all the positive developments in the field. She acknowledged the many challenges but was encouraged by the great work that is being done. During a visit to a friend, Terese met her granddaughter, who attends Midstate, and took the opportunity to share her knowledge about different pathways in education. She encouraged her to pursue a four-year degree. Terese enjoys staying up to date with the latest trends and was happy to hear such positive news from the group.

Cassy Hoffman – Trinity Merrill Lutheran Early Learning Center, shared that prior to this role she worked as a classroom teacher for two and a half years. The center recently received its probationary license a few months before she started and has since obtained its 2-year license. They are currently working with YoungStar to get their official review and rating. She mentioned that the center may have an excess of staff, with 28 part-time employees, and they are considering restructuring, which may involve letting some staff go. Many of her staff lack experience, training, or a degree in early childhood education, and Cassy has been trying to find apprenticeship opportunities to offer better training. Additionally, she noted that in the city of Merrill, their center is one of only two group centers that serve children from infant to 5 years old.

Continuing Education/Workforce Training & Professional Development

- A. Asia shared that last year, they were able to introduce a short-term training program that allowed students to become lead teachers by taking three core classes in the Early Childhood Education program. Approximately 15-17 students enrolled in the course. This training was made possible through the QUEST grant, Forward Services, and NCWWD. Additionally, Asia mentioned that they are currently in the development phase for an ECE Conference. They are exploring the possibility of hosting the conference twice a year, rather than just once annually, to increase opportunities for professional development in the field.

Next meeting schedule & agenda items discussion

- A. Spring 2025 Advisory Summit: Advisory members were invited to attend the Advisory Summit in Spring 2025. The next Fall meeting will tentatively be held Friday, November 7, 2025.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

7th November 2024 | 3:00pm to 4:30pm | STEM Center (F107) /Zoom



Meeting Attendees

Industry Members:

- Brandon Boris – Wausau Tile
- Tom Ress – Wausau Supply
- Jason Langreck – Automated Products
- Paul Kufahl – Wausau Homes

NTC Team:

- Travis Severson – Faculty
- Mike Block – Faculty
- Ken Parker – Associate Dean
- Heidi Latendresse – Learning Manager
- Susan Clark – Administrative Assistant

Welcome and Introductions

Brandon Boris thanked everyone for attending.

Previous Meeting Minutes

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

Architectural Billings Index Overview

The committee reviewed the Architectural Billings Index Report (ABI) for September 2024. The ABI serves as the leading economic indicator of construction activity. The data showed that contracts and quotes were relatively level compared to the same time last year, with some sectors, like the South and West, experiencing a downward trend. However, the institutional sector, including hospitals, schools, and government buildings, showed signs of growth. The discussion also highlighted the demand for updating and modernizing building interiors, as well as remodeling other related projects.

Student Tutor Assistance

The role of tutors in the Architectural Design program was highlighted by having Nate Schreiber and Elizabeth Manthey, two current tutors, attend our advisory meeting. They discussed how they are helping current students with their projects and coursework. Tutors are providing help with initial drawings and sketches, determining code-related issues, and refining design ideas. Tutors have been brought into the classroom to assist students in their first design class. The tutors shared that they found the role rewarding and enjoy guiding students. They also mentioned that they are tracked by student ID for utilization purposes, providing approximately ten hours of tutoring per week.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

7th November 2024 | 3:00pm to 4:30pm | STEM Center (F107) /Zoom



Industry Trends

- Brandon Boris mentioned that he recently joined Wausau Tile where the company is currently hiring for their design team. One of our Mechanical Design students is already working there and is highly skilled in AutoCAD and SolidWorks.
- Tom Ress discussed the current state of his employee-owned manufacturing business. The company has shown strong performance, with the first two quarters reflecting significant growth. August sales were the second-highest month in the company's history, and the siding and door divisions are forecasting a 10-12% increase next year. The company's strategy is to level production at their manufacturing facilities. Wausau Supply is currently hiring production employees and designers.
- Paul Kufahl noted that his company's sales have been fluctuating, but the sales pipeline looks strong heading into 2025. They are working to level the production flows for the upcoming year. Wausau Homes is currently hiring two production staff member and two designers.
- Jason Langreck stated that while the year started slowly, sales have since increased significantly, with orders scheduled into February 2025. Automated Products has added two new designers, one working remotely. The company was acquired by US LBM, but still operated under the Automated Products name. Several NTC program students are currently employed by Automated Products, and the quality of their work has been excellent.

Enrollment Report

There are 14 students enrolled in the first semester and 15 students in the third semester. The schedule for the third and fourth-semester students allows them to work in industry on Mondays and Fridays.

Club Update

Mike Block shared that the Architectural Design Club has various industry tours planned, including a visit to the SC Johnson building in Milwaukee, as well as the potential to attend a Brewers game at the end of the year. It was suggested that the Johnson Wax building would be a great tour option. The Building Component Manufacturing Conference could also provide valuable experiences for the students.

The club will not compete in the Construction Management Competition sponsored by the National Homeowners Association. This competition is typically scheduled to accommodate fourth-semester students, but this year's competition would require third-semester students to participate, which is not optimal given that the third-semester curriculum is challenging.

Course Information & Equipment

- Mike and Travis reviewed the Revit Commercial course.
- Revit is the final software class taught in the program.
- All lectures are video-recorded for students to review.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

7th November 2024 | 3:00pm to 4:30pm | STEM Center (F107) /Zoom



- AI was discussed in relation to the Career Research class or Construction Estimating.
- A new course entitled *Commercial Management Specifications* will be offered in the spring.
- Mike Block mentioned that capital funds were used to acquire a mobile virtual reality station.

New Member Recruitment

The committee was asked to help invite new members to this advisory committee. They were asked to search for co-workers or other individuals who would be able to attend the two meetings per year and share their ideas and expertise with the committee. Some programs, like Wood Science and Civil Engineering, have high attendance by committee members, while others struggle to attract attendees. It was acknowledged that the feedback from industry partners is valuable in decision-making at the college. The committee was informed of the challenges of Outlook email communication, and the need to ensure important emails are not sent to spam folders.

Career Fair Discussion

Information was shared on the recent NTC Career Fair, and it was suggested that a program-focused career fair for Engineering and Advanced Manufacturing students might be beneficial. Heidi shared details on recruitment, including NTC's Preview Day event and the Build My Future event. There was a discussion of the importance of having graduates complete the **graduate** feedback surveys that are sent to them after graduation. Heidi also mentioned the possibility of students being more involved in the Career Fair, perhaps through student presentations.

Job Posting with Handshake

NTC utilizes Handshake to connect students with employers. Handshake is a premier career network for students and recent graduates, offering access to internships, part-time, and full-time job opportunities. This provides employers access to a diverse talent pool, streamlined recruiting, and analytics. To get started the employers need to create an account, complete a profile, and post job openings.

Curriculum Modifications

The program has no curriculum modifications at this time

Spring Advisory Summit

The committee was informed that the format for the spring advisory committee will change. All committee members will meet on one day, April 16th. A flyer with specific information was shared. If there are any specific matters that need to be addressed in the spring, a meeting can be arranged or electronic communication can be used.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

7th November 2024 | 3:00pm to 4:30pm | STEM Center (F107) /Zoom



Update on WTPD Seminar

Information and fliers were provided regarding NTC’s training opportunities, including the CDL Accelerated Program and Apprenticeships, which are offered through our Workforce Training and Professional Development (WTPD) team.

NTC College-Wide Updates

A PowerPoint with College-Wide Updates was shared with the Advisory Committee.

Next Meeting Details and Suggestions

The next meeting date will be Wednesday, April 16, 2025. This meeting will be comprised of advisory members from all the NTC advisory committees to meet together.

Contact Details –

Iain Cameron

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Learning Manager, School of Engineering and Advanced Manufacturing
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Mike Block

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Brenda Tincher

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tincher@ntc.edu

2024 Fall EMS/Paramedic Advisory Committee

Meeting Minutes

Date: November 7, 2024, 2024

Time: 5:30 pm-7:00 pm

Location: CHS 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/83697909890>

Attendees

Industry Members:

- Dr. Michael Clark- Associate Medical Director, Paramedic Program ZOOM
- Diane Cummings- Norwood EMS ZOOM
- Tracy Fremming- Emergency Room RN Lead, Marshfield Medical Center Weston ZOOM
- David Graveen- Battalion Chief of EMS, Merrill Fire Department
- Jennifer Kimmerling- Educator, Aspirus Medivac ZOOM
- Cory Smith- Chief, Antigo Fire Department ZOOM
- Pat Trinko- Director of Operations, Shawano Ambulance ZOOM
- Linda Vollmar- CC Paramedic, Antigo Fire

NTC Team:

- Bryson Cruise- Manager, Fire & EMS
- Mason Heldt- Learning Manager, Health Sciences and Community Services
- Will Isham- EMS/Paramedic Faculty
- MaiGer Moua- Student Success Advisor
- Angela Roesler- Dean, Health Sciences and Community Services
- Paul Scheffler- EMS Faculty
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence

Welcome Introductions

Linda Volmer, Chairperson 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 Volmer, at 5:33 pm. Will Isham asked for any changes to the from the spring 03.20.24 meeting minutes that were mailed out with the meeting reminder and agenda for today's meeting. No changes were suggested to those minutes. Motion was made by Mason Heldt to approve the spring 03.20.24 meeting minutes; the motion was seconded by Diane Cummings. Motion carried.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Angela Roesler, Dean of Health Sciences and Community Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, the Community Open House that took place on November 6th, and the Spring STEM Fest set to take place in April 2025. Additionally, Angela discussed

University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed transfer to a four-year college or university. She also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual) and we are looking for volunteers to assist in site development, in addition to a brief review of Student Support resources available, including Health Services via Telehealth.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://timelycare.com/ntc))
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **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.

Workforce Training and Professional Development

The group was given an update on happenings in Workforce Training in Professional Development by Dean Angela Roesler. She also highlighted current community offerings in the area of Workforce Training and Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.


To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2025 Advisory Committee Summit

Dean Roesler informed the group that this spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- o *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Program Updates

Will Isham, EMS/Paramedic Faculty, gave the following program updates to the group:

Staffing Updates

- Retirements
 - o Shane Heilmann – Director of Public Safety and the CSSC
 - Retired after 30 plus years in Public Safety and education
 - o John Connor – Paramedic Program Director / EMS Faculty
 - Retired after 29.5 years at NTC
- Resignation
 - o Allen Photopoulos
- Hires
 - o Brent Olson - Associate Dean of Public Safety and Community Services
 - Comes to us from Wausau PD and Hobart PD, as well as serving as Adjunct Faculty
 - o New Hire- Idongestit Ukpogong “ID” - EMS Faculty
 - Start date- Dec 2, 2024

FY 2025-2026 Capital Requests

- *Requested funding for new simulators*
- *Currently evaluating what we have and what Health Sciences has to see what is the best use of our dollars*

Curriculum Updates

DHS Has taken down the Drafts for EMR / EMT and AEMT. New revisions to hours could possibly increase as follows:

- *EMR/EMT Part 1*
 - o *DHS sent out requests to review (July 1st, 2026-deadline to go to the new hours)*
 - o *Go from 72 to 108 (and increase to 3 credits)*
- *EMT Part 2*
 - o *108 to 180*
 - o *Increase from 3 credits to 5 credits*
- *AEMT*
 - o *2 options- currently 108 hours and 5 credits*
 - *will either change to 252 hours and 7 credits OR*
 - *288 hours and 8 credits*
- *Paramedic*
 - *No change at this time*
 - *Will be updated after EMT courses-focus is there first*

Enrollment Updates

- EMR/ EMT Part 1 Day Class
 - 15 Students
- EMT Part 2 Day Class
 - 16 Students
- EMR/EMT Part 1 Night Class
 - 9 Students
- EMT Part 2 Night Class- Canceled due to low enrollment
- EMR/ EMT Part 1 Hybrid
 - 38 Students
 - Large increase due to people living on the border-Curtiss area
- EMT Part 2 Day Hybrid
 - 41 Students
 - Mirrors what is happening in Part 1; For new students, this allows for a full 16 weeks of more intensive learning
 - Feels like original EMT class; dig deeper instead of rushing through
- AEMT Hybrid
 - 17 Students
 - Mostly students from rural areas; progressing from EMT/EMR
- Paramedic Hybrid
 - 12 Students
 - Started with a few more; around summer (Cardiology) they drop due to being overwhelmed and then pick back up in the next year and are able to better succeed
- Critical Care Transport Paramedic Online
 - 19 Students
 - We used to be the only one, but numbers have dropped since we are no longer exclusive
- EMR Hybrid (Antigo)
 - 8 students
 - Distance is a barrier
- EMR Colby High School
 - 5 students (juniors and seniors in high school)
 - Funded by the WTCS Career Pathways grant
 - Being done in conjunction with Firefighting Principles which will be funded through the DSPS Youth Volunteer Firefighter Training Program grant
 - Students are doing exceptionally well and once they turn 18, they are eligible for EMR and then their state certification

Enrollment Updates- Refreshers (Online)

Slow time right now, but National Registry is due March 31, so these will start to come in now in anticipation of this deadline. Last year, there were upwards of 30 per class as the National Registry deadline approached.

- EMR Online Refresher
 - No Students
- EMT Online Refresher
 - 9 Students
- AEMT Online Refresher
 - 9 students
- Paramedic Online Refresher
 - 6 Students
- Critical Care Paramedic Online Refresher
 - 2 students

Spring Start Date Changes

EMR Part 1- Jan 13

EMR Part 2- Jan 16

**National Registry would be on May 10th*

Paramedic CoAEMSP Requirements (Please see attached charts)

Minimum Expectations

- *Review the Program's minimum expectations*

Support the Program's required minimum number of patient/skill contacts for each of the required patients and conditions

- *Looking to start the field experience sooner.*
- *Having a hard time getting their total of 50.*

Motion made to support the Program's required minimum number of patient/skill contacts for each of the required patients and conditions. Motion made by Cory Smith to keep the standard. Seconded by David Graveen. Motion carried unanimously.

Review Program's 2022 Annual Report & Outcomes

○ *Retention*

All programs must calculate retention based on the number of students enrolled after completing 10% of the program's advertised total clock hours (e.g., 10% of a 1,200 total clock hour course = 120 hours; students completing more than 120 hours will be considered enrolled and will be counted in the calculation of the retention outcome). This includes all core Paramedic coursework (not inclusive of prerequisites such as EMT, English, anatomy and physiology, etc.). Core Paramedic coursework encompasses all phases of the program, including didactic, lab, clinical, field experience, and capstone field internship.

- *NTC Retention for 2022 = 86.7%*
- *Start with 15 students end with 13 students*

- National Registry Written Exam Pass Rate
 - This pass rate is measured from the student's attempts up to the third attempt.
 - Students May test up to 6 times, but the measurement is from the third attempt or less.

NTC Pass Rate for the 2022 cohort = 100%

- Positive Placement
 - The Committee on Accreditation for the Emergency Medical Services Professions (CoAEMSP) has a positive placement threshold of 70%. This means that a graduate is considered positively placed if they are employed full or part-time in a related field, continuing their education, or serving in the military.

NTC'S Paramedic Positive Placement = 92.3%

Met these for 2022; Does not expect any significant changes for 2023.

- Review the program's other assessment results
 - Nothing has changed since the 100% assessment rate
 - Allocation of hours-some mislabeled (lab as clinical/clinical as lab)
- Review program changes (none)
- Review substantive changes
- Other identified strengths
- Other identified weaknesses
 - 2 people dropped due to taking the EMT exam
 - Airway-having a hard time passing this
 - 2 people dropped due to taking the EMT exam
 - Airway-having a hard time passing this
 - Trying to get the individuals who say they are not online learners, yet they sign up for online, not the in-person classes
- Identify action plans for improvement
- Other comments/recommendations
- Next accreditation process
 - Next Accreditation site visit- 5 years (in 2029)
 - Mason Heldt- spoke to the group about the emails that Mason Heldt and Sandie Shorey have been sending out to get all Preceptor Information and Affiliation Agreements updated. A huge

thanks to those who have already responded and a big plea to those who have yet to respond, as having these on file and updated is a require of the accrediting body.

Next Meeting Schedule & Agenda Items Discussion

A spring Advisory Committee Summit will be held on April 16, 2025 from 7:30 am-11:30 am.

Motion was made by Mason Heldt to adjourn the meeting; David Graveen seconded the motion. Motion carried. Meeting adjourned at 06:31pm.

Therapeutic Massage Advisory Committee Meeting Minutes

Date: 11/7/2024

Time: 9:00am-10:30am

Location: NTC Classroom F111 & Zoom

Attendees

Industry Members:

- Shawn Eastman – Massage Therapist; These Hands Massage

NTC Team:

- Brooke Schindler – Dean; School of Business, General Studies, Liberal Arts
- Jason Schenzel – Associate Dean; School of Business
- Melissa Baker – Faculty, Therapeutic Massage
- Sheila Rossmiller – Director of Giving & Scholarships
- Yang Yee Xiong – Student Success Advisor

Instruction Area/Program

Scholarship Support for Exam Fees

Melissa Baker: Inspired by a student unable to afford testing fees, Melissa discussed two needs-based scholarships to support students with costs of the Jurisprudence and Mblex exams. Funds will be raised through donations and chair massage fund raising events (\$10 for 15 minutes) scheduled for November 11th and December 9th with more planned for the spring semester.

Sheila Rossmiller: Confirmed that an electronic application for the scholarship is in progress, with disbursements planned for January and May 2025.

Program & Enrollment Updates

Melissa Baker: Noted that program enrollment started at capacity at the beginning of the semester with 12 students; unfortunately, one student left due to personal circumstances. She shared a plan to switch textbooks to a more concise and affordable option after student feedback that the current textbook by Sandy and Luke Fritz is overly wordy and dense.

Yang Yee: Noted that Spring 2025 enrollment data will provide insights into student demand for the Fall 2025 program.

Industry Trends & Updates

Career Development and Business Skills

Shawn Eastman: Shared his current work setup at These Hands Massage and expressed interest in opening his own business, possibly in a gym setting. He stated that he needs to learn more about the business side of massage.

Melissa Baker: Advised against using 1099 status for a new business and highlighted the LLC business filing requirement via fincen.gov.

Continuing Education Needs

Shawn Eastman: There is difficulty finding nearby Continuing Education (CE) opportunities, particularly in Thai and sports massage. He is currently bound to the CE courses that his insurance requires him to take. He would like to see in-person “brush-up” CE courses showing hands-on techniques.

Melissa Baker: Noted that most CE courses are 1.5–4 hours away but we would like to start offering CE courses at NTC if we can find instructors willing to do so. She also mentioned the demand for CEs focused on starting a massage business.

She announced plans to launch a networking group for massage therapists in the area to practice skills, although, these would not qualify for CEs.

Industry Challenges and Standards

Shawn Eastman: Noted a lot of competition in the massage world and noted that some clients are uncomfortable with male therapists, limiting male therapists' access to about 25% of clients. He also highlighted the need for privacy considerations in massage rooms, such as avoiding having mirrors in massage rooms.

Melissa Baker: Explained that the curriculum was reduced to align with Wisconsin's 600-hour state requirement, currently set at 630 hours for financial aid eligibility. This lower threshold has decreased reciprocity with other states, and some Wisconsin schools are shifting to associate degree programs in response to the evolving industry standards.

College-Wide Updates

Jason Schenzel reviewed the Fall 2024 College-wide initiatives presentation with the committee highlighting new programs, NTC's new Health Mobile Lab, Community Safety Simulation Center, and the University Transfer program at NTC. The presentation also highlighted courses offered through NTC's Workforce Training and Development division, student support resources, and Handshake, which connects students with employers. Additionally, he announced the Save the Dates for NTC's Mind Trekkers on April 11th & 12th, and the Spring 2025 Advisory Committee Summit.

Possible date for next meeting

The next meeting will NTC's college-wide Advisory Committee Summit: Wednesday, April 16, 2025, 7:30am-11:30am

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

November 11th, 2024 | 4:00pm to 5:30pm | STEM Center (F107) & Zoom



Meeting Attendees

Industry Members:

- Todd Wulk – Jarp Industries
- Cameron Diedrich - Enerquip
- Carl Dahm – Greenheck Fan Corporation
- Michael Rosenthal – Piper Products

NTC Members:

- Dr. Ken Parker, Associate Dean
- Heidi Latendresse, Learning Manager
- Tom Rodemeier, Coordinator, Engineering Technology
- Dragomir Marinkovich, Faculty
- Brad Schinker, Faculty
- Bryan LaVigne, Faculty
- Brenda Tincher, Administrative Assistant

Welcome and Introductions

Dr. Ken Parker, Associate Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC) welcomed everyone to the meeting, thanked them for attending, and led the group through introductions.

Highlights from the previous meetings/updates

The previous meeting updates were distributed in advance for the committee to review. No questions or concerns were raised.

Industry Discussions:

Enerquip saw better business in the spring, with a slowdown over the summer spent on internal tasks. Business has picked up in recent months, and they are not currently hiring designers. Their long-term intern continues to attend Platteville and helps during the summers. The forecast is strong with a lot of pending projects. They have implemented Product Data Management for Solidworks in their company. Co-workers have seen the benefits of this change. Cameron said having a smart model taught in the program would be helpful for them.

Greenheck Fan Corp. has been focused on in-service projects since COVID, facing no material shortages. They are implementing an automation team. Growth has been steady, with plans to maintain this rate. They're opening a new campus in Knoxville, adding 2,000 more jobs. The Department of Energy is increasing scrutiny on its latest product development. They are also working on improving product efficiency through redesigns with staying ahead of the curve. They don't have any open positions in the Mechanical Design area. Greenheck uses Product Data Management (PDM) for Solidworks also at their company. Carl inquired about co-ops gaining experience in this area. He would like some kind of introduction to this smart model program (PDM) at the school level.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

November 11th, 2024 | 4:00pm to 5:30pm | STEM Center (F107) & Zoom



The Piper product line has a few months of backlog, with some production lines scheduled through March-April, while others have a 4–8-week lead time. Engineering has two design positions open, with one for the replacement of vacancy and the other for a new product developer. Customer configuration has been their main approach with expansion on other equipment. They implemented PDM with SolidWorks eight months ago, improving workflow and product understanding.

Jarp Industries, now a subsidiary of Wipro, specializes in military cylinders and continues its operations despite unclear integration plans. Recently, they upgraded their production capabilities by installing a new paint line and acquiring a robot to improve efficiency, allowing welders to focus on other tasks. The company now operates three robots: two dedicated to specialty welding and one for flexible welding of rods and barrels. Additionally, an employee is currently undergoing training to enhance their programming skills. While they can utilize SolidWorks models, their manufacturing processes mostly depend on manual programming. They also have two interns working for them.

Program and Curriculum Update

Ken Parker stated the current enrollments are the following:

- 18 students - 1st semester
- 14 students - 2nd semester
- 8 students - 3rd semester
- 7 students - 4th semester

Brad suggested possibly incorporating Smarts Parts through Vault/Inventor into the curriculum. Bryan pointed out that adding this to SolidWorks 3 would cost \$4,000 for 50 seats; however, the software lacks some key features, so he is exploring other options. Brad added they would consider using the software for group projects. Carl asked about simulation courses, and the faculty confirmed their plans to include simulation content in SolidWorks 3 and Inventor.

Ken asked the group whether they were hiring graduates or interns. The members replied that they had previously employed interns or graduates with strong problem-solving abilities, which aligned with their needs, and these individuals had performed well. The committee then inquired about where interns were securing job opportunities. The faculty mentioned that Imperial Industries has recently been hiring many interns.

NTC College-Wide Updates

The College-Wise Initiatives were emailed to the committee. There were no questions on this information.

Meeting Adjournment

A motion was made and seconded to adjourn at 5:20 pm.

Next Meeting Details

On April 16, 2025, NTC will hold an Advisory Committee Summit featuring a new format that offers networking opportunities, campus tours, and updates from NTC leadership.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

November 11th, 2024 | 4:00pm to 5:30pm | STEM Center (F107) & Zoom



NTC Contact Details –

Iain Cameron

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cameron@ntc.edu

Heidi Latendresse

Learning Manager, School of Engineering and Advanced Manufacturing

latendresse@ntc.edu

Dragomir Marinkovich

Faculty, MDET

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Brenda Tincher

Administrative Assistant, School of Engineering and Advanced Manufacturing

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Associate Dean, School of Engineering and Advanced Manufacturing

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Brad Schinker

Faculty, MDET

schinker@ntc.edu

Bryan LaVigne

Faculty, MDET

lavigne@ntc.edu

2024 Fall FIRE Advisory Committee

Meeting Minutes

Date: November 12, 2024, 2024

Time: 6:00 pm-7:30 pm

Location: PS111 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/82369720812>

Attendees

Industry Members:

- Joe Bozinski- Interim Chief, Maine Fire Department
- Ward Lyon- Education Director for Fire Service Training, WTCS ZOOM
- Steve Meilahn- Fire Adjunct, Retired
- Robert Pound- Fire Adjunct, Retired
- Corey Smith- Fire Chief, Antigo Fire Department ZOOM

NTC Team:

- Stephanie Bessert- Associate Dean, Nursing
- Bryson Cruise- Manager, Fire & EMS
- Kyle Lech- Fire Faculty
- MaiGer Moua- Student Success Advisor
- Brent Olson- Associate Dean of Public Safety and Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence

Welcome Introductions

Bryson Cruise, Manager Fire and EMS for 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 Bryson Cruise, at 06:03 pm. Bryson asked for any changes to the from the spring 04.24.24 meeting minutes that were mailed out with the meeting reminder and agenda for today's meeting. No changes were suggested to those minutes. Motion was made by Steve Meilahn to approve the spring 04.24.24 meeting minutes; the motion was seconded by Bob Pound. Motion carried.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Stephanie Bessert, Associate Dean of Nursing. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall; 11 currently) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab (used right now for CNA and CPR courses), and the Spring STEM Fest set to take place

April 11-12, 2025. Additionally, Stephanie discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have guaranteed transfer to a four-year college or university. She also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual) and we are looking for volunteers to assist in site development, in addition to a brief review of Student Support resources available, including Health Services via Telehealth.

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These resources are available to our students

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- 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.

Workforce Training and Professional Development

Stephanie also gave the group an update on happenings in Workforce Training in Professional Development. She also highlighted current community offerings in the area of Workforce Training and Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

- Leadership/Supervision/Executive Training
- AI in the Workplace
- Advanced Automation Fundamentals
- Medical Assistant & Sonographers Conferences
- Flooring Installation Technician Program
- CDL Class A & B Accelerated Licensing
- Community Education
 - Dance, Beekeeping, Culinary, Quilting, Gardening, Woodworking




2024 Nonprofit Management Institute Graduating Class

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.



For more information contact Ben Bliese at bliese@ntc.edu

Spring 2025 Advisory Committee Summit

Stephanie informed the group that this spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Program Updates

Bryson Cruise, Fire and EMS Manager for NTC, gave the following program updates to the group:

Staffing Updates

- Retirements
 - Shane Heilmann – Director of Public Safety and the CSSC
 - Retired after 30 plus years in Public Safety and education
- Hires
 - Brent Olson - Associate Dean of Public Safety and Community Services
 - Comes to us from Wausau PD and Hobart PD, as well as serving as Adjunct Faculty
 - Assistants/Adjuncts/Advisory Committee
 - Ongoing process – always looking for more help particularly in the north/northwest.

Enrollment Updates

- CPAT- continues to be active for us with a good success rate.

Summer

42 Total Candidates – 29 pass, 10 failed, 3 disqualified

Fall (10/18)

44 Total Candidates – 20 pass, 13 failed, 2 disqualified, 10 in-process
Revenue = \$7,040

Fall 2019 – Summer 2024

608 Students, 417 pass, 121 failed, 66 disqualified,
\$85,960 in revenue

Day Merrill FF1/Firefighting Principles = 14

Night Merrill Night FF1/Firefighting Principles = 23

Phillips Night FF1 = 13

- Fire Classes – Fall 2024 Fire Classes- 50 students here a couple of weeks ago for live fire day

• In Progress

- Day Merrill FF1/FF Principles = 14
- Night Merrill FF1/FF Principles = 23
- Night Phillips FF1 = 13
- FESI I Merrill = 16
- HMO Day Merrill = 2
- HMO Night Merrill = 12
- HMO Night Phillips = 8
- VC Building Construction = 3
- VC Principles of Sfty/Surv = 3

• Completed

- Cert D/O – Pumper Antigo = 7
- Cert D/O – Pumper Merrill = 13

• Cancelled

- Certified Firefighter 2/Advanced Firefighter Concepts – low enrollment

FF1/FF Principles = Certified Firefighter 1 and Firefighting Principles

Cert D/O – Pumper = Certified Driver/Operator – Pumper

FESI I = Fire and Emergency Services Instructor 1

HMO = Hazardous Materials Operations

VC Building Construction = Virtual College

Building Construction for Fire Protection

VC Principles of Sfty/Surv = Virtual College

Principles of Fire & Emergency Services Safety & Survival

Acadis Updates

- New Statewide online testing platform
 - Responsible for almost all of the written exams (not entry level or inspector)
 - Had been testing CFO1 students since Spring
- Multiple locations onboarding throughout District
 - Wausau, Merrill, Phillips, Spencer
- Recruiting of Proctors-different from previous test process
 - Ongoing to ensure tests can be offered throughout the District

Program Modifications Discussion

Share NFPA/Curriculum Updates/Modifications

- Hazardous Materials – Operations (Currently under review)
 - July 2025 rollout
- Firefighter I (Currently under review)
 - July 2025 rollout
- Fire Inspector

- In development
- Live Fire Instructor/Live Fire Instructor In Charge
 - In development

Facilities/Equipment

FY 2025-2026 Capital Requests

- Capital Requests totaling \$1.38 million
- Needed to revise for significant cuts <\$276,000
 - Forcible entry door upgrade for burn tower – \$9,000
 - Instructor turnout gear – \$21,440.50
 - Replacement splash tower at the Merrill PSCoE – \$185,000
 - Complete the remainder of the burn tower repairs – \$10,000
 - Hoseline Training System (urgent wish list request) – \$50,000
- Money in current year for student turnout gear

Industry Trends

None discussed

Other Items

For the Good of the Group

- *Career Fair/Burn Day Schedule Conflict*
 - *Career Fair – great idea! Original date fell through and an alternate date was picked for the program that was out of the program's control.*
 - *Live burn day-suggestion for the future that it should be done on a weekday, not on a Saturday.*
 - *Fire/EMS seem a bit detached and should be working together.*

Next Meeting Schedule & Agenda Items Discussion

A spring Advisory Committee Summit will be held on April 16, 2025 from 7:30 am-11:30 am.

Motion was made by Steve Meilahn to adjourn the meeting; Bob Pound seconded the motion. Motion carried. Meeting adjourned at 06:30pm.

Save the date!
 SPRING 2025 ADVISORY COMMITTEE SUMMIT
 APRIL 16, 2025 | 7:30 AM - 11:30 AM

You're invited to spend the morning with us at NTC's Wausau Campus, where you can connect with fellow advisory committee members and stay informed on the latest updates at NTC.

EVENT OUTLINE:


Networking + Breakfast

Welcome from NTC President

Learning at NTC

Tours of College (Choose One of Three Options)

Please note that for most program areas this event will replace the spring advisory committee meeting.



2024 Fall Human Services/SUDC Advisory Committee

Meeting Minutes

Date: November 15, 2024;

Time: 9:30 am-11:00 am

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/82020052365>

Attendees

Industry Members:

- Ruthie Lesch- Change Within ZOOM
- Jessica Lind- Program Coordinator, The Women's Community, Inc.
- Melissa Moore- Owner, Certified Prevention Specialist, M3 Consulting, LLC ZOOM
- Scotty Witkus- Social Worker, Mosinee Schools ZOOM

NTC Team:

- Laura Ahonen- Associate Dean, Allied Health and Human Services
- Sam Buemi- Psychology/Sociology Instructor, NTC ZOOM
- Jessica Katcher- Advisor, Student Success ZOOM
- Chelsey Kleinschmidt- Learning Coordinator, Health Sciences & Community Services
- Dan Knoblock- Human Services Faculty ZOOM
- Christina Lucas- Human Services Faculty
- April McHugh- SUDC Faculty
- MaiGer Moua- Advisor, Student Success
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Renee Wadzinski- SUDC Instructional Assistant ZOOM
- Kimberly Waltz- Sociology Faculty

Welcome Introductions

Meeting called to order by Laura Ahonen, Associate Dean of Allied Health, at 9:33am. Laura welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Christina Lucas, Human Services Faculty, called for any changes to the minutes from the spring meeting (05.03.24). There were no changes made to the minutes from the spring meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services. She discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). She also shared an update on the Health Mobile Lab, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have 100% guaranteed transfer (after 2 years) to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual), in addition to reviewing Student Support resources available, including Health Services via Telehealth.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** (timelycare.com/ntc)
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- **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.

Workforce Training and Professional Development

There was also an update given on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

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NTC uses Handshake to connect students with employers

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 - Access to Diverse Talent Pool:
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For more information contact Ben Bliese at bliese@ntc.edu

Spring 2025 Advisory Committee Summit

This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Industry Trends

- Healthy aging grant to focus on improving the health and well-being of people as they age
 - Painting, cleaning, etc.
- Grants being awarded in Taylor County due to the opioid crisis
 - 988 Outreach
 - temporary grant funding

- Workforce Demands

Starting as early as 7-8th grade we can try to plug students into jobs that begin to focus on positions in the areas of Human Services.

 - Employment in Training Programs
 - Seeing increase in challenge for people to get benefits, especially health benefits
 - So many people looking for jobs, but also seeing lots of jobs out there
 - Hard to get people there to show up, stay there (longevity), etc
 - Committee Report Out- Our Communities At-A-Glance
 - Turnover- Adult later life position open at Women's Community
 - Have placed quite a few interns through the Women's Community
 - Excited about the Justice and Advocacy Curriculum
 - Seeing a rise in volunteerism right now
 - Women's Community lost their Afghan refugee advocate- moved to be closer to her family
 - Increase in sexual assault/child abuse cases in youth-big emerging trend right now
 - Influx in Latinx clients who are fearful of deportation
 - Seeing longer stays in shelters
 - Rental assistance is on the rise due to housing costs
 - Outlying rural schools are asking for prevention education on violence and sexual assault
 - Big funding cuts across the state in domestic violence/sexual assault
 - Shelters in rural areas are having to close or lessen staff due to these cuts
 - Basic need items are in high demand
 - Christmas Wishes Program (Women's Community)
 - Adopt a single person or a family who needs a little help
 - They fill out a form of their wishes
 - There is a rise in hemp derivatives in the Taylor County area
 - The Activator <https://conta.cc/4fnCqI3>
 - Includes a new SCAODA report on the topic found at: <https://www.dhs.wisconsin.gov/scaoda/adhoccommitteereports.htm>
 - Schools are seeing a lack of adults volunteering (i.e for coaching positions)
 - Salvation Army is now only offering shelter to families, which makes the unhoused issue even more concerning
 - Warming Shelter and Women's Community have seen increased need due to this change
 - Jessica Lind agreed to get more information to this group from the Transitional Living group on this change and the alternatives available
- Emerging Occupations
 - Justice and Advocacy workers
 - Community Health Worker
 - Prevention Specialist
 - A great avenue! Prevention Specialists are important and more Health Departments are looking at this due to the opioid crisis.

Program Updates

Faculty shared the following Program Updates:

- Enrollment Report

Enrollment Report

Year-end Information				Point-in-time Comparison	
Row Labels	21-22	22-23	23-24	Fall 23	Fall 24
105203 Human Services					
FTEs	47.9	44.4	84.5		
Unduplicated Headcount	120	112	200	154	132
105203F Human Services - FVTC					
FTEs	13.5	9.7	8.3		
Unduplicated Headcount	35	31	24	12	29
105501 Substance Use Disorder Counseling					
FTEs	16.0	19.1	39.7		
Unduplicated Headcount	37	51	89	57	70
315201 Human Services Assistant					
FTEs	67.8	75.2	25.1		
Unduplicated Headcount	211	217	84	77	32
315201F Human Services Assistant - FVTC					
FTEs	0.5	2.5	1.0		
Unduplicated Headcount	3	8	3	0	3
315501 Substance Abuse Counselor Educ					
FTEs	8.3	7.8	6.7		
Unduplicated Headcount	24	26	23	23	11

- Graduate Report

Graduates				
Program	2023 Summer	2023 Fall	2024 Spring	Grand Total
105203 Human Services AD	1	6	11	18
105203F Human Services - FVTC		1	3	4
105501 Substance Use Disorder Counselor AD		2	4	6
315201 Human Services Assistant	5	20	16	41
315201F Human Services Assistant - FVTC			2	2
315501 Substance Abuse Counselor Educ	1	1	5	7
Grand Total	7	30	41	78

*Jessica said she really would like for us to continue to discuss ways to get more students to completion

*This program does attract people who have challenges and barriers, yet faculty is encouraged that the students in this program are encouraged to come back and continue to keep trying to finish.

- Program recruitment/events

- K-12 Preview Day
 - Oct 29, 2024
 - Over 700 Students and guests
 - HS/SUDC interactive table activity
 - Brought the alcohol goggles and THC goggles
- Community Open House
 - Nov 06, 2024
 - HS/SUDC table
 - Had some 1st generation students stop at the table

- Program Information- Program Mapping

Some of this came from feedback from employers who said these things were missing when new grads came to them.

- Motivational Interviewing
- Inclusive Language

- Self-disclosure
- SMART goals
- Human sexuality concepts
- AI use in the classroom – Danny
 - Simmersion-implemented last summer
 - Simulated Session with a virtual client
 - Went over very well
 - Using again this fall
 - Focus on motivational interviewing
 - Simucase-exploring right now
 - Now sure if we will use them moving forward
 - Offer more simulations
 - AI use for assignments
- SUDC Internship Site Update – April
 - Updates on current status of clinical internship sites
 - Many said they only want to work with Bachelor and Master level students
 - Update on new clinical internship sites
 - We have been able to place all of our students
 - How to increase clinical internship sites
 - Please reach out if you have suggestions
 - Students have to be able to see the clinical piece
- Advocacy and Social Justice TD update – Christina

The Advocacy and Social Justice Specialist Technical Diploma program equips students with the essential skills and knowledge to tackle critical social issues within their communities. Upon completion, learners are well-prepared to explore further educational and career opportunities in social advocacy, community engagement, and public service. Added Social Problems to this Diploma. Should be on the website soon for people interested. Having the Credits on the Criminal Justice side is very important for any Victim Advocacy roles too.



- Courses ladder into three Associate Degree programs (Criminal Justice, Human Services and SUDC)

Advocacy and Social Justice Technical Diploma						
Term	Course #	Course Title	Credits	Criminal Justice	Human Services	SUDC
1	10-504-151	Careers and the Criminal Justice System	3	X		
1	10-550-210	Boundaries and Ethics in the Helping Profession	3		X	X
1	30-504-505	Sensitive Crimes	3	X		
1	10-809-172	Introduction to Diversity Studies	3	X	X	X
1	10-809-198	Intro to Psychology	3	X	X	X
2	10-809-174	Social Problems	3	X	X	X
2	10-504-186	Juvenile Justice and Jurisdiction	2	X		
2	10-550-209	Family Systems	3		X	X
2	10-550-201	Understanding Substance use	3		X	X
2	10-520-143	Crisis Intervention & Stress Management	3		X	X

- FVTC Shared Program Updates-already has gone through
 - FVTC has requested to offer 10-550-205 Counseling Theory as an alternate to 10-520-150 Introduction to Gerontology
 - FVTC has requested to offer 10-806-198 Human Biology as an alternate to 10-804-107 College Mathematics.
- Student Resource Coordinator – Skye Mucha
 - Introduction
 - Overview of position
 - Can do a referral for case management to Skye if there are needs that require her assistance.

Program Modifications

- Substance Abuse Education Technical Diploma Updates-TDs cannot exceed the hours required for licensure.

Program Modifications Discussion		
Substance Abuse Counselor Education Technical Diploma		
	Course Number	Credits
 Changes were made Summer 2024 due to DOE ruling	10550206	Intro To Interviewing & Counseling
	10550210	Boundaries & Ethics For The Helping Professions
	10550201	Understanding Substance Use
	10550202	Foundations Of Case Management
	10550204	Group Facilitation
	10550200	Introduction To The SUDC Profession
	10550207	Psychopharmacology
	10550208	SUDC Assessment, Diagnosis And Treatment
 Reduced down to 8 classes (24 credits) to meet 360 credit hour requirement		

Facilities/Equipment

- Helping Skills Lab
 - Disposable earbuds purchased
- Fatal Vision Opioid Goggles
 - Two sets purchased
 - They can be programmed in different modes; they come with puzzles for participants to put together without goggles and then with the goggles on
 - Information shared from industry partner; cautioning the use of these goggles (see link below)
 - [BHA PREVENTION TOOLS What works, what doesn't](#)
- Tri-fold display board and posters
 - Purchased new trifold display board and posters for HS
 - Purchased new trifold display board and posters for SUDC
- Purchased Tall retractable Banner (for open house events)
- Purchased a supply of TAP 21; Addiction Counseling Competencies for the NTC Library collection

Other Items

Housing Resource Line

715.218.2887

CW Solutions Housing Programs



Counties: Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, Wood

- Age 18* through 21
- Intersected with child welfare as a minor
- Unhoused or at risk of becoming unhoused

*can start some services between age 17 and 18



Counties: Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, Wood

- Age 18 through 24
- Must enroll through Coordinated Entry
- Unhoused; or
- Fleeing DV Situation

CW SOLUTIONS



Counties: Lincoln, Marathon, Wood

- Has child under 18 in house or is pregnant
- Income under 200% of federal poverty level
- Risk of, or Unhoused; or
- Fleeing DV Situation

401 N 5th St, Suite 406, Wausau
<https://changewithin.net>

Next Meeting

The date for the 2025 spring meeting is Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 10:58am.

Save the date!

SPRING 2025 ADVISORY COMMITTEE SUMMIT

APRIL 16, 2025 | 7:30 AM - 11:30 AM

You're invited to spend the morning with us at NTC's Wausau Campus, where you can connect with fellow advisory committee members and stay informed on the latest updates at NTC.

EVENT OUTLINE:

Networking + Breakfast

Welcome from NTC President

Learning at NTC

Tours of College (Choose One of Three Options)

Please note that for most program areas this event will replace the spring advisory committee meeting.



2024 Fall Surgical Technologist Advisory Committee

Meeting Minutes

Date: November 20, 2024;

Time: 4:30 pm-6:00 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/84932144209>

Attendees

Name	Title/Credential	Entity Represented	Community of Interest Represented
Dr. Andrew Beaumont ZOOM	MD, PhD; Physician/Surgeon	Aspirus	Physician
Zachary Kostecki	CST	ST, Bone and Joint Outpatient Surgery Center	Practitioner & NTC Graduate
Maria Drake ZOOM	RN	RN, Pine Ridge Surgery Center	Employer
Shawn Ebersold ZOOM	RCIS	Peripheral Vascular Team Lead, Aspirus Wausau Hospital	Employer
Roseann Pena (ZOOM)	MBA/HCM, BSN, RN, CNOR, NEA-BC, NE-BC	System Vice President Perioperative/CIRV/Anesthesia Services, Marshfield Clinic Health System	Employer
Alyssa Peterson ZOOM	RN	Manager, Surgical Services, Aspirus Wausau Hospital	Employer
Frances Schienenbeck	RN	Manager, Wausau Surgery Center	Employer
Kim Seubert ZOOM	BBA	Administrator, Pine Ridge Surgery Center	Employer
Laura Ahonen	M.S., MT, ASCP	Associate Dean, Allied Health Northcentral Technical College	College Administration
Chelsey Kleinschmidt	BS	Learning Coordinator, Northcentral Technical College	College Administration
Tyler Mann	BS, CST	ST Program Director, Northcentral Technical College	College Administration
Jordyn Olson	GCDF	Student Success Advisor, Northcentral Technical College	College Administration
Sandie Shorey		Administrative Assistant, Health Sciences & Academic Excellence	College Administration
Stephanie Vobornik ZOOM	M.S., B.A.	Director, Academic Standards & Learning Services	College Administration
Nicole Van Vonderen	CST, FAST	ST Faculty, Northcentral Technical College	College Faculty
Wendy Wilde	CTP	Community Member- CEO, Weden Consulting Firm	Public
Madyson Olson		Northcentral Technical College	Student-1 st Year
Sophie Petrie		Northcentral Technical College	Student-1 st Year
Renee Wheeler		Northcentral Technical College	Student-2 nd Year

Welcome Introductions

Meeting called to order by Tyler Mann, Surgical Technologist, at 04:34pm. Tyler welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Tyler Mann, ST Program Director, called for any changes to the minutes from the spring meeting (04.03.24). There were no changes made to the minutes from the spring meeting. Tyler also updates the group on program growth since the last meeting and discussed the Surgical Technologist Associate Degree, which is now fully implemented.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services.

Laura discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). Laura also shared an update on the Health Mobile Lab, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have 100% guaranteed transfer (after 2 years) to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual) set to open in Summer 2025, in addition to reviewing Student Support resources available, including Health Services via Telehealth.

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Healthcare 4.0 Update

- Dental Clinic Remodel Update
 - Addition of Dental Therapy and EFDA programs coming soon!

Industry Trends

- Artificial Intelligence
 - How does your facility interact with AI?
 - Clinical Sites-Surgery
 - Not yet integrated into surgery at our clinical partners
 - How can we prepare our students?
 - Nothing from the meeting to move forth as a change to better prepare students.
- Staffing Trends
 - Has staffing improved?
 - Looking good
 - Plenty of openings
 - Are we graduating students who are ready to work?
 - Graduated are prepared

Program Updates

Faculty shared the following Program Updates:

- Associates Degree-both cohorts now AD
 - Technical diploma no longer available
 - Retention and dedication are higher
 - Preparedness for clinicals is much better than prior; helping performance in clinical setting
- Sterile Processing
 - Second time running this class-4 will graduate in Dec and are looking at the ST program
 - Changing format of class-change from 16 weeks to 8 weeks
 - Working with Partners for shadowing experience for students
- Wound Closures
 - Last Class (11.12.24) -great class!
 - Spring Class (this date is still being decided)
 - Communication will come out once date is set
- Program Recruitment/K-12 Events
 - K-12 Preview Day
 - Oct 29, 2024
 - Over 700 Students and guests
 - The students seemed intrigued with the ST materials

- Community Open Houses
 - Nov 06, 2024 was the fall open house
 - Please help spread the word on these and help direct community members to attend these!
 - The leading way our students join ST is by word-of-mouth recommendation! Spread the word!

- Resume and Clinical Affiliation Agreement Updates



Resumes requested – this is due to a newly specified accreditation requirement

- Clinical Affiliation Agreements- being updated as needed
- 23 Clinical Slots currently approved-really speaks to clinical partners being accommodating and stretching themselves.

- Class Representatives

- How is Class Going?
- What is Helpful to Your Success?
 - 1st Year
 - Madyson Olson and Sophie Petrie
 - Class is going well.
 - Good pace and peers agree the closeness of the small class size (13) is very beneficial to their learning.
 - Tyler tells stories about realistic expectations that really help them to understand what to expect in their future career as Surg Techs.
 - Students like that they are introduced to things gradually as they need to learn it and as they progress in the program.
 - The multiple modes of teaching used are so very helpful in learning
 - Supportive instructors and help to see different ways of doing things
 - After class hours are available and additional resources are always available
 - Help from the 2nd year students is really valuable to 1st year students
 - The 1st year students are excited for the experience of clinicals but also nervous
 - 2nd Year (Renee Wheeler)
 - Classes going well.
 - Clinical rotation going well. Loves seeing the variety of clinical, hospital, etc.
 - Syndaver has been a huge help in exploring surgical procedures.
 - Would like to see surgeons coming in to talk to the class-students are intimidated and have fear of the surgeons. It would be helpful to have them talk about expectations.
 - Tyler and Nikki are also accommodating with circumstances that arise.

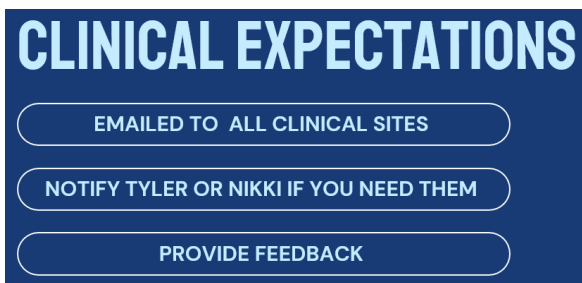
- Student is finding draping difficult. They don't learn draping prior to clinicals. Tyler did mention that they are working together with Radiography program to see if they can collaborate on this.

Goals and Resources

Program Goal

Graduates of the Surgical Technologist Program will be satisfied learners, demonstrate entry level knowledge and clinical skill, and achieve national certification in order to better meet the needs of patients, team members, and employers. This will be accomplished by preparing competent entry-level surgical technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains set forth in the current CAAHEP Standards and Guidelines for the Accreditation of Educational Programs in Surgical Technology.

Clinical Expectations



- *3 absent days per semester*
- *Must be on time or they are considered absent*
- *Nikki tries to come every week, but if there is a clinical concern, please reach out and do not wait for a visit.*
- *Students indicate clinicals are going great!*
- *Students filling out weekly survey on clinical sites.*
- *Please reach out with any questions/issues*

Facilities and Resources

- Capital and Purchases
 - Remaining OR Furniture/Accessories
 - 1 Crash cart
 - 1 MH Cart
 - Industry partners/clinical sites: Send pictures of how you have your carts set up so we can mimic it for student learning
 - 2 Case Carts
 - Anesthesia Machine (still needed)
 - Suction Trees or Neptune (still needed)
 - Surgical Instrument Sets for all major specialties (still needed)

Equipment Feedback

- Syndaver- A huge success!
- Laparoscopic Towers and Lap trainers
- 5 OR Stations
 - It really helps both students and instructors to have everyone in the same room at the same time performing the same task
 - Also beneficial for recruitment events like K-12 events

Donations

- Critical to the program
 - Appreciate all donations
 - Expired items are okay for learning
- Quality donations
 - Disposables are so useful!
 - Partial things not so useful (like one glove missing from the set of two)

- *Safe donations*
 - *no needles or blades that are already opened due to risk of contamination*

Lab Space

- 5 OR Stations
 - OR Table
 - 2 Lights
 - 1 Monitor and Endoscopy Cart
 - Back Table
 - Mayo Stand
 - Ring Stand
 - General Instrument Tray

*Nice to be able to teach different patient positioning with the 5 different stations

Outcomes Assessment

Enrollment/Retention Numbers

- *1st Year*
 - 14 students
 - All students are meeting standards and passing skills assessments
- *2nd Year*
 - 6 students
 - All students anticipated to graduate May 2025

CST Exam Outcome- 2024

- Goal: 70% Pass rate or greater
 - Actual: 80% pass rate (4/5 students)

Employer Surveys-2024

- Goal: 50% or more returned w/70% satisfaction or higher
- Surveys will be sent in a few weeks (after graduate surveys).
- Please complete upon receiving.

Employer Surveys-2023

- Goal: 50% or more returned w/70% satisfaction or higher
- Actual: 50% returned w/100% satisfaction

Graduate Surveys- 2024

- Goal: 50% or more returned w/70% satisfaction or higher
- Surveys have just been sent. Please encourage your employees to complete these!

Graduate Surveys-2023

- Goal: 50% or more returned w/70% satisfaction or higher
- Actual: 50% returned w/100% satisfaction

Graduation Retention- 2024 BELOW THRESHOLD

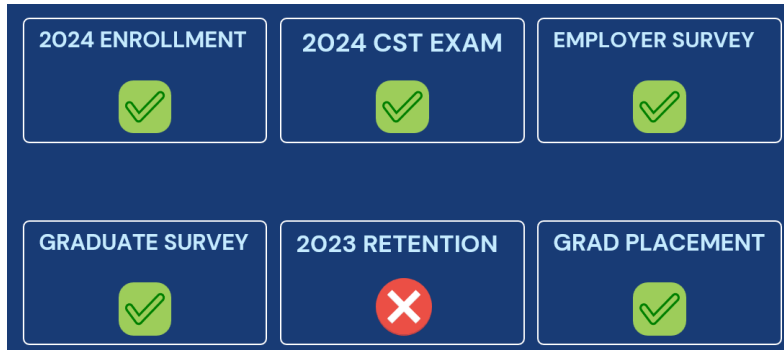
- Goal: 60% or greater
- Actual: 5 out of 9 (55%) students graduated.

- 4 that did not remain in the program cited life circumstances (most were financial) and this is exacerbated in this program when clinicals take place in the 2nd year and students cannot work.
- Plan of action will be completed Spring 2025 upon request from the accrediting body.

Graduate Placement

- Goal: 80% or greater.
- Actual: All 5 students (100%) are working in the field.

Overall Program Health



Other

NTC Video-no update available at this time.

Next Meeting

The date for the 2025 spring meeting is Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 05:35pm.

Save the date!

SPRING 2025 ADVISORY COMMITTEE SUMMIT
APRIL 16, 2025 | 7:30 AM - 11:30 AM

You're invited to spend the morning with us at NTC's Wausau Campus, where you can connect with fellow advisory committee members and stay informed on the latest updates at NTC.

EVENT OUTLINE:

Networking + Breakfast

Welcome from NTC President

Learning at NTC

Tours of College (Choose One of Three Options)

Please note that for most program areas this event will replace the spring advisory committee meeting.

2024 Fall Medical Assistant Advisory Committee

Meeting Minutes

Date: Nov 21, 2024

Time: 7:30 am-9:00 am

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/85155718636>

Attendees

Industry Members:

- Carrie Arrowood- Clinic Manager, Aspirus ZOOM
- Gina Backus- Operations Manager, Marshfield Clinic Mosinee, Wittenberg, and Merrill ZOOM
- Melinda Hoffman- MA Coordinator, GI Associates
- Heidi Kramer- Human Resources, Marshfield Clinic ZOOM
- Laurie Larsen- Quad Medical ZOOM
- Juanmanuel Rocha- CMA, Marshfield Clinic ZOOM
- Suzette Samuels- Recruiter for MA's, Marshfield Clinic ZOOM
- Sara Shirek- MA Coordinator, GI Associates
- Elizabeth Van Vuren- Aspirus ZOOM

Students:

- Alissa Brown- MA Student

NTC Team:

- Laura Ahonen- Associate Dean of Allied Health and Human Services
- Chelsey Kleinschmidt- Learning Coordinator, Health Sciences & Community Services
- Nicole Roberts- Program Director and Faculty, Medical Assistant
- Sandie Shorey- Administrative Assistant, Health Sciences & Academic Excellence
- Yang Yee Xiong- Advisor, Student Success

Welcome Introductions – Sharing News and Knowledge

Meeting called to order by Laura Ahonen, Associate Dean of Allied Health and Human Services, at 07:31 am. Laura welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Follow-Up from Last Advisory Meeting

Laura Ahonen, Associate Dean of Allied Health and Human Services, called for any changes to the minutes from the spring meeting (05.59.24) There were no changes made to the minutes from the fall meeting.

College-Wide Initiatives

A Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health and Human Services. Laura discussed 2 new programs starting that started at NTC this fall: Respiratory Therapy (admitted 13 students this fall) and Funeral Services (offered in partnership with MATC). Laura also shared an update on the Health Mobile Lab, and the Spring STEM Fest set to take place in April 2025. Additionally, she discussed University Transfer – Associate of Arts and Associate of Science degrees at NTC, which are intended to serve students with the intention of transferring to a four-year college or university. Students start at NTC and, after 2 years, have 100% guaranteed transfer (after 2 years) to a four-year college or university. Laura also spoke to the group about the Community Safety Simulation Center, a stop the threat initiative that is a

partnership with Pennsylvania School Safety Institute-PennSSI (sponsored by Church Mutual) set to open in Summer 2025, in addition to reviewing Student Support resources available, including Health Services via Telehealth.

Student Support

These resources are available to our students

- Access to free mental health services through **TimelyCare** ([Timelycare.com/ntc](https://www.timelycare.com/ntc))
- **Academic Advisors** can help students with planning their academic progress and referral to needed resources.
- Non-academic student needs can be addressed through our **Student Resource Coordinator**.
- **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.

Handshake

NTC uses Handshake to connect students with employers

- Handshake is a leading career network for college students and recent graduates.
- Connects students with employers offering internships, part-time, and full-time job opportunities.
 - Access to Diverse Talent Pool:
 - Streamlined Recruiting Process:
 - Analytics and Reporting:
- How to Get Started
 - **Step 1:** Create an account on Handshake.
 - **Step 2:** Complete your employer profile.
 - **Step 3:** Post jobs and start connecting with students.

For more information contact Ben Bliese at bliese@ntc.edu



Spring 2025 Advisory Committee Summit

This spring NTC is hosting an exciting opportunity for advisory committee members to gather together from throughout the college for a Summit. Please mark your calendars and plan to attend.

- *April 16th. 2025; 7:30am-11:30am*
 - Networking & Breakfast
 - Learning at NTC- Followed by Choice of 3 Tour Options

Workforce Training and Professional Development

Laura also gave an update on happenings in Workforce Training in Professional Development. Flyers will be sent out with the meeting minutes on the current community offerings in this area of NTC.

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Industry Trends

- Any new changes or modifications in the clinics
- Staffing Needs for Medical Assistants
 - How are you currently seeking candidates?
 - Staffing is in a good place, but finding MAs is still a struggle
 - Marshfield Clinic is participating in grants (DHS Allied Health Grant and the Workforce Advancement Training grant), helping them with the three core classes that we accept for the non-certified MA role
 - How are you filling openings?
 - Issues Recruiting
 - Positions open for months with minimal candidates- pool not very big
 - Rearranging pool-moving within departments-MAs floating
 - Cross trained nurses to help fill the gap too
- Credentialing requirements for hire or maintaining employment
 - Most post looking for MA, indicating CMA or RMA are acceptable credentials are allowable
 - Changing from certified to credentialed may assist those looking to fill their positions
 - Certified Medical Assistant title is a legacy title from when we did only accept certified MAs. Approximately three years ago MCHS updated to accept a variety of certifications, including registered.
 - CMA/RMA/CCMA/NCMA
 - CMA-sat for credentialing exam by AAMA
 - RMA sat for credentialing exam by AMT
- Use of Telehealth for patient care
 - Still being used a lot, but not as much as during COVID
 - MAs played a large role during COVID, not as large of a role currently
 - Rooming software for Telehealth-time to familiarize students with this software would be useful to teach students during clinicals
- Artificial Intelligence
 - Most agreed this is being integrated slowly at this point

Program Goals & Learning Objectives

- Reviewing and revising the Medical Assistant Program Goals

The goal of the Medical Assistant Program is to prepare competent entry-level medical assistants in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. The NTC Medical Assistant Program is accredited by the Commission on Accreditation of Allied Health Programs (CAAHEP), on the recommendation of the Medical Assisting Education Review Board (MAERB). This means that the curriculum is carefully regulated to ensure that it includes essential components and meets standards mandated by this organization. Accreditation allows the graduates of our medical assistant program to complete the national certification examination administered by the American Association of Medical Assistants. When graduates successfully complete this examination, they are known as Certified Medical Assistants and may use the title CMA (in addition to other acronyms used).

Annual Report and Outcomes: Monitoring Needs and Expectations Program Updates

Medical Assistant Program Director, Nicole Roberts, shared the following Program Updates:

- MAERB Annual Review Form Threshold Outcomes

Annual Report Form (ARF) – 2024 Reporting Year

Year	Retention	Graduate Participation	Graduate Satisfaction	Job Placement	Employer Surveys Sent	Employer Satisfaction	Exam Participation	Exam Passage	# Graduates by Admission Year	# Graduates by Year of Graduation
	>=60%	>=30%	>=80%	>=60%	=100%	>=80%	>=30%	>=60%		
2023	86.67%	100.00%	100.00%	72.73%	100.00%	100.00%	81.82%	88.89%	9	11
2022	100.00%	75.00%	100.00%	83.33%	100.00%	100.00%	91.67%	81.82%	15	12
2021	91.67%	50.00%	100.00%	100.00%	100.00%	100.00%	80.00%	87.50%	10	10

- Well above all thresholds!
- Enrollment and Retention

Enrollment & Retention

Enrollment Date Month/Year (The month and year should match the date on your ARF Tracking Tool)	Number of New Students Enrolled in the Admission Cohort	Number of new Students Transferring In (from another school or program)	Total # of Students in the Admission Cohort	# of Students that are still "In-Progress" or "Stopped Out"	Attrition (# who dropped out) for Non-Academic reasons	Attrition (# who dropped out) due to Gen Ed courses	Attrition (# who dropped out) due to Professional (i.e., MA) courses	# of Admission Cohort that has Graduated as of today	
January/2023	2	0	2	1	0	0	0	1	
August/2023	13	0	13	3	2	0	0	8	
Graduates for cohort/s admitted 2023									9
									86.67%

- Graduate Surveys
 - Spring and Fall 2023 graduates reported positive experiences in all areas surveys
 - Graduated reported strong satisfaction with program resources and support
- Employer Surveys
 - Employer feedback regarding spring and fall 2023 graduates reported strong satisfaction with performance, skill set, and professionalism.
 - All graduates reported to have strong level of preparedness and performance in affective, cognitive, and psychomotor domains.
- CMA (AAMA) Exam Results

Participation

Year of Graduation	Total # of Graduates	# who took CMA (AAMA) exam	# who took RMA (AMT) exam	# who took NCMA (NCCT) exam	# who took CCMA (NHA) exam	# who took CMAC (AMCA) exam	# who took MORE THAN ONE different exam	Exam Participation Rate %
2023	11	9	2	0	0	0	2	82%
2022	12	11	0	0	0	0	0	92%
2021	10	8	0	0	0	0	0	80%

*Can sit up to 6 times

*2024 to date
8 graduates
7 sat for CMA
6 passed

Passage

Year of Graduation	Total # of persons who took an exam	# passing CMA (AAMA) exam	# passing RMA (AMT) exam	# passing NCMA (NCCT) exam	# passing CCMA (NHA) exam	# passing CMAC (AMCA) exam	# who passed MORE THAN ONE exam	Exam Passage Rate %
2023	9	6	2	0	0	0	0	89%
2022	11	9	0	0	0	0	0	82%
2021	8	7	0	0	0	0	0	88%

- Resource Assessment

An important tool used to ensure that any deficiencies in the program can be identified immediately and that a specific action plan can be developed and followed. (see attached files for the Resource Assessment Tool.)

- MAERB has recently updated the required Resource Assessment form that is submitted annually with the ARF.
- Resource Assessment is completed at the end of each academic year.

Student Perspective

NTC Medical Assistant Program experience- Alissa Brown- Current MA Student
(12/24 anticipated graduation date)

- How was your experience in the Medical Assisting Program?
 - Well prepared. Practicum really gives great on-the-job experience to prepare students
- What was most helpful to your success?
 - Good instructor with great communication and other students to help you through.
- How is your practicum experience going?
 - Practicum experience is going well
- Do you feel that you were fully prepared for your practicum experience?
 - Yes!
- Is there anything that you feel the program or your instructor could have done differently to help you feel more prepared for practicum?
 - Feel very prepared
- Do you have any other feedback that you would like to provide regarding the program, the college, etc. ? Excellent program-best program! I have tried others at NTC and have not followed through with them for a reason...this is the one I am finishing for a reason.

Graduate Perspective

CMA - JuanManuel Rocha- CMA (AAMA)- January 2021 NTC MA Graduate

- How did the MA program prepare you for employment?
 - I feel as though the program prepared me very well for my employment.
- Do you have any suggestions for improvement?
 - I could have used even more time in the clinic setting
- Do you have any other feedback regarding the MA program, the college, etc.? None

Employer Perspective

- How has the program prepared students for employment?
 - All agreed this is a focus for the future. Nikki is looking at Simmersion as an option. She will also touch base with the Nursing faculty to see if it is possible for her students to participate in the Poverty Simulation that takes place at NTC each spring through the Nursing program.
- Do you have any areas or suggestions for improvement?
 - Soft skills are so essential-some said the importance of these may even be downplayed a bit because they are vital in the role of an MA and the successful rooming/intake of patients and whether you gain their trust and get honest answers from them or not
- Based on trends in the field, what suggestions do you have on how to best prepare graduates for employment as a Medical Assistant?
 - Preparedness for mental illness, maturity, non-bias, sensitivity, judgement and understanding for personal situations in our ever-changing society

Program Modifications Discussion- Responsiveness to Change



Substantive Changes- Responsiveness to Change

- Beginning in the 2024-2025 academic year, the MA Program will only start new students in the Fall semester.
- 1st semester courses will only run during Fall semester
- 2nd semester courses will only run during Spring semester
 - Practicum is always the final 6 weeks of 2nd semester, so students will only be at a clinic site during the end of Spring semester annually

Note: This modification is subject to change depending enrollment trends. If the demand for MA enrollment increases, a Spring start cohort may once again be offered.

29 Credits Total

Medical Assistant Technical Diploma – 1st Semester

<u>15 credits-</u>	
COLLEGE 101	*1.00
MEDICAL TERMINOLOGY	3.00
MEDICAL ASST ADMIN PROCEDURES	2.00
HUMAN BODY IN HEALTH & DISEASE	3.00
MEDICAL ASST LAB PROCEDURES 1	2.00
MEDICAL ASST CLIN PROCEDURES 1	4.00

Medical Assistant Technical Diploma – 2nd Semester

<u>14 credits-</u>	
MEDICAL ASST LAB PROCEDURES 2	2.00
MEDICAL ASST CLIN PROCEDURES 2	3.00
MED OFFICE INSURANCE & FINANCE	2.00
MEDICAL LAW, ETHICS & PROFESSIONALISM	2.00
PHARM FOR ALLIED HEALTH	2.00
MEDICAL ASSISTANT PRACTICUM	3.00

Facilities/Equipment

- Remodeling update
 - New MA classroom is complete! So much more like a clinic space now!
 - New procedure room added
 - Height adjustable exam table
 - Hands-free sink
 - Injection preparation station added

NTC Medical Assisting Program MAERB Reaccreditation site visit scheduled April 2026

- Program Self-Study Report (SSR) process has been started.
- Final SSR submitted to MAERB January 2026
- Advisory Board Members may be invited to meet with site visitors

MA Program Strengths and Areas of Improvement

- We welcome your valuable input regarding the Medical Assisting program.
- Your suggestions and feedback are instrumental to the strength and success of the MA program.

We are always looking for donations of supplies to provide our students with robust learning experiences!

Next Meeting

The date for the 2025 spring meeting is Wednesday, April 16, 2025 from 7:30am-11:30am. Meeting adjourned at 08:40am.

Save the date!

SPRING 2025 ADVISORY COMMITTEE SUMMIT
APRIL 16, 2025 | 7:30 AM - 11:30 AM

You're invited to spend the morning with us at NTC's Wausau Campus, where you can connect with fellow advisory committee members and stay informed on the latest updates at NTC.

EVENT OUTLINE:


Networking + Breakfast

Welcome from NTC President

Learning at NTC

Tours of College (Choose One of Three Options)

Please note that for most program areas this event will replace the spring advisory committee meeting.



Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



December 4th, 2024 | 4:00pm to 5:45pm | STEM Center/Zoom

Meeting Attendees

Industry Members:

- Scott Bourchard – Creative Automation, Inc.
- Ryan Hall – Great Lakes Cheese
- Brandon Rindfleisch – A&B Process Systems Corp.
- Bill Huebsch – Greenheck Fan Corporation
- Jim King – Greenheck Fan Corporation
- Mike Martin – Complete Control Solutions
- Jim Otto – Marathon Electric
- Brian Vanden Heuvel – Wausau Tile
- Mark McKamey – Wausau Supply Company
- Paul Swanborg – Ryan Manufacturing

NTC Team:

- Ken Parker - Associate Dean
- Heidi Latendresse, Learning Manager
- Travis Allen – Faculty
- Ben Knospe – Faculty
- Dustin Van De Weerd – Faculty
- Bryan Schroeder - Faculty
- Tom Rodemeier – Coordinator, Engineering & Technology
- Brenda Tincher – Administrative Assistant

Welcome

Ken Parker welcomed everyone to the meeting and thanked them for attending. Ken introduced the team of Engineering and Advanced Manufacturing.

Previous Meeting Information and Updates

The minutes from the previous meeting were distributed in advance for the committee's review. Ken revisited the open-ended questions from the last advisory committee meeting:

The first question was how can the college programs become involved in predictive and preventive maintenance? And how can this effort be connected to remote collaboration with our industry partners?

Our Electromechanical/Automation faculty have been exploring Robo Guide, a tool focused on robotic mechanical maintenance. They are also researching digital twin technology. Dustin provided an overview of how digital twin technology supports predictive maintenance by creating a virtual model to test layouts and cycle times. Additionally, the team is considering integrating QR codes in the lab to blend digital and physical environments.

Robo Guide is being gradually implemented, offering a virtual environment for programming and simulating robots. Dustin requested input on any companies that are exploring or adopting similar technologies. Ken emphasized the goal of replicating industry environments using available resources, allowing for online interaction without the need to visit manufacturers physically. This approach also enables testing new programs to evaluate their impact on production lines.

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



December 4th, 2024 | 4:00pm to 5:45pm | STEM Center/Zoom

Ken also noted that during the spring advisory meeting, a suggestion was made to introduce a Design for Manufacturing class. While NTC already offers such a course within the Mechanical Design Engineering Program, the team is exploring ways to integrate it into the curriculum. However, this presents a challenge, as adding the class would require removing another, which is not currently feasible or advantageous.

Another question from last spring was about offering a Maintenance and Reliability Manager Certificate such as the one offered by the University of Wisconsin-Madison. After researching, it was found that this isn't an academic program offered anywhere in the state but instead is a workforce training program. Ken suggested that NTC could potentially offer a customized Maintenance and Reliability Manager Certification course through NTC's workforce training program.

No questions or concerns were raised from previous advisory minutes.

Industry Discussions

Companies are stable, with few hiring opportunities for CNC machinists, electromechanical/automation, and robotics programmers. However, automation adoption is steadily increasing across industries, along with a stronger focus on safety and continuous improvement. Employers are actively recruiting skilled workers from NTC's graduate and apprenticeship programs. Furthermore, it was noted that Canada has revised its customs requirements to include carbon footprint accountability in customs documentation.

Enrollment Report

The recent implementation of new software has led to inaccuracies in enrollment data, as it cannot differentiate students enrolled in specific classes from those participating in other programs.

Ken shared the current enrollment information:

- Electromechanical Technology:
 - 1st semester – 11 students
 - 2nd semester – 12 students
 - 3rd semester - 11 students
 - 4th semester – 10 students
- Automation Systems Technology:
 - 1st semester - 10 students
 - 2nd semester - 4 students
 - 3rd semester - 2 students
 - 4th semester - 7 students

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



December 4th, 2024 | 4:00pm to 5:45pm | STEM Center/Zoom

- Smart Manufacturing technology – 2 students

Travis Allen, Faculty for Safety Engineering Technology and Manufacturing Engineering Technology, noted that the enrollment figures do not include part-time students, who typically make up the majority of participants in these virtual classes.

- Manufacturing Engineering Technology - 9 students (Approximately: 32 students according to Travis)
- Safety Engineering Technology – 1 student (Approximately: 7 students according to Travis)

Program Modifications

Ken and Travis presented updates being considered for the Manufacturing Engineering Technology and Safety Engineering Technology programs for the 2026-2027 school year. The classes marked in red indicate those programs that are being considered.

Applied Engineering Technology

Credentials

Associate Degree:

*** Manufacturing Engineering Technology**

Technical Diplomas:

- Quality Manufacturing (20 cr.)
- Industrial Manufacturing Engineering Technician (17 cr.)
- Manufacturing Basics (9 cr.)

Certificates:

- Manufacturing Fundamentals (8 cr.)
- Quality Technician (4 cr.)

Associate Degree:

*** Safety Engineering Technology**

Technical Diplomas:

- Industrial Environmental Engineering Technician (17 cr.)
- Industrial Safety Engineering Technician (17 cr.)

Curriculum Modification Proposal 1

Industrial Environmental Engineering Technician

Remove - Industrial Environmental Engineering Technician TD = 17 credits

- Semester 1 = 11 credits
 - College 101 – 1 credit
 - OSHA Compliance – 3 credits
 - Environmental Reg & Compliance – 4 credits
 - Emergency Spill & Response – 3 credits
- Semester 2 = 6 credits
 - Environmental Management Systems – 3 credits
 - Fundamentals of Industrial Hygiene – 3 credits

Curriculum Modification Proposal 2

Industrial Safety Engineering Technician

Current Curriculum (17 credits)

- Semester 1 = 10 credits
 - College 101 – 1 credit
 - Incident Investigation in the Workplace – 3 credits
 - Safety Management Systems – 3 credits
 - OSHA Compliance – 3 credits
- Semester 2 = 7 credits
 - Workers Compensation – 2 credits
 - OSHA Workplace Safety Training Strategies – 3 credits
 - Workplace Ergonomics – 2 credits

Proposed New Curriculum (29-30 credits)

- Semester 1 = 14 or 15 credits
 - College 101 – 1 credit
 - Interpreting Engineering Drawings – 1 credit
 - Incident Investigation in the Workplace – 3 credits
 - Safety Management Systems – 3 credits
 - OSHA Compliance – 3 credits
 - Environmental Reg & Compliance **or** Written Communication/English Comp 1 – 3 or 4 credits
- Semester 2 = 15 credits
 - Workers Compensation – 2 credits
 - OSHA Workplace Safety Training Strategies – 3 credits
 - Workplace Ergonomics – 2 credits
 - Environmental Management Systems – 3 credits
 - Lean Manufacturing Fundamentals – 2 credits
 - Fundamentals of Industrial Hygiene **or** Intro to Psych/Psych of Human Relations – 3 credits

Curriculum Modification Proposal 3

Industrial Manufacturing Engineering Technician

Current Curriculum (17 credits)

Semester 1 = 10 credits

- College 101 – 1 credit
- OSHA Compliance – 3 credits
- Manufacturing Processes – 3 credits
- Project Management – 3 credits

Semester 2 = 7 credits

- Workplace Ergonomics – 2 credits
- Lean Manufacturing Fundamentals – 2 credits
- Operations Management in Manufacturing – 3 credits

Proposed New Curriculum (29 credits)

Semester 1 = 15 credits

- College 101 – 1 credit
- Precision Measuring – 2 credits
- Quality Assurance – 1 credit
- OSHA Compliance – 3 credits
- Manufacturing Processes – 3 credits
- Interpreting Engineering Drawings – 1 credit
- Lean Manufacturing – 2 credits
- Technical Drafting/CAD **or** SOLIDWORKS 1 & 2 – 2 credits

Semester 2 = 14 credits

- Team Building & Problem Solving – 3 credits
- Workplace Ergonomics – 2 credits
- Materials of Industry – 2 credits
- Quality Systems – 2 credits
- Statistical Process Control – 2 credits
- Operations Management in Manufacturing **or** Oral/Interpersonal Communication – 3 credits

Curriculum Modification Proposal 4

Quality Manufacturing

Keep, but revise Quality Manufacturing TD = 20 credits

- Remove – Team Building and Problem Solving 3 credits
- Add – Quality Systems 2 credits

Curriculum Modification Proposal 5

Manufacturing Basics

Remove Manufacturing Basics TD = 9 credits

- Semester 1 = 6 credits
 - College 101 – 1 credit
 - Precision Measuring – 2 credits
 - Manufacturing Processes – 3 credits
- Semester 2 = 3 credits
 - Materials of Industry – 2 credits
 - Interpreting Engineering Drawings – 1 credit

Curriculum Modification Proposal 6

Manufacturing Fundamentals

Remove Manufacturing Fundamentals Certificate = 8 credits

- Semester 1 = 5 credits
 - Precision Measuring – 2 credits
 - Manufacturing Processes – 3 credits
- Semester 2 = 3 credits
 - Interpreting Engineering Drawings – 1 credit
 - Lean Manufacturing Fundamentals – 2 credits

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



December 4th, 2024 | 4:00pm to 5:45pm | STEM Center/Zoom

Committee response to most of the proposals was positive. The one idea that should be seriously examined is the proposed removal of the Manufacturing Fundamentals certificate, as that is utilized by Workforce Training and Professional Development and has been a credential that students and their employers have appreciated; this will remain in discussion moving forward before a decision is made.

Tom mentioned that a Quality Technician certificate, which requires 17 credits, is being promoted through the High School Academy with 100 percent online. High school advisors noted that some students are entering the industry right after graduation, while others may use this opportunity to get a head start on a degree in the field. The school district covers the costs for the classes, textbooks, and materials. NTC is considering implementing this certificate beginning Fall 2025, and will be presenting it during the career event for school districts on Friday, December 5, 2024.

NTC College-Wide Updates

The College-Wise Initiatives were emailed to the committee. There were no questions on this information.

Meeting Adjournment

A motion was made and seconded to adjourn at 5:45 pm.

Next Meeting Details

On April 16, 2025, NTC will hold an Advisory Committee Summit featuring a new format that offers networking opportunities, campus tours, and updates from NTC leadership.

Contact Details –

Iain Cameron

Dean, School of Engineering and Advanced Manufacturing

cameron@ntc.edu

Ken Parker

Associate Dean, School of Engineering and Advanced Manufacturing

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Dustin Van De Weerd

Program Director and Faculty, Electromechanical and Automation Systems

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Travis Allen

Faculty, Applied Engineering

allen@ntc.edu

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



December 4th, 2024 | 4:00pm to 5:45pm | STEM Center/Zoom

Heidi Latendresse

Learning Manager, School of Engineering and Advanced
Manufacturing

latendresse@ntc.edu

Brenda Tincher

Administrative Assistant, School of Engineering and
Advanced Manufacturing

tincher@ntc.edu



Date	Event	Troy Brown	Sherry Buntin	Tom Felch	Renee Krings	Nathan Lehman	Charlie Paulson	Paul Proulx	Heather Renzelmann	Rainer Shooter
2024										
MONDAY July 8	Annual Organizational Meeting	X	E	X	X	X	X	X	X	
July 23	RFSC Groundbreaking Ceremony	X			X	X	X	X	X	
August 13	Regular NTC Board of Trustees Meeting	X	X	E	X	X	X	E	E	
September 10	WTCS State Board Meeting (NTC)	X	X	X		X		X		
September 10	WTCS State Board Dinner (Holiday Inn)			X		X		X		
September 11	WTCS State Board Meeting (NTC)			X	X			X		
September 17	Regular NTC Board of Trustees Meeting <i>(9:00 a.m. start time)</i>	X	X	E	X	X	X	X	X	
October 15	Regular NTC Board of Trustees Meeting	E	X	E	X	X	X	X	X	
November 5	Board Retreat	X	X	X	X	X	E	X	X	
November 20-22	WTC DBA Fall Meeting <i>(Fox Valley Technical College, Appleton)</i>				X			X		
December 3	Regular NTC Board of Trustees Meeting	E	X	X	X	X	E	X	X	
December 14	Graduation <i>(10:00 a.m. @ The Grand Theater)</i>	X								
2025										
January 14	Regular NTC Board of Trustees Meeting									
January 15-16	WTC DBA Legislative Seminar Capitol Day <i>(Madison)</i>									
January 17	ACCT Governance Leadership Institute (GLI) <i>(Madison)</i>									
February 11	Regular NTC Board of Trustees Meeting									
March 4	Regular NTC Board of Trustees Meeting									
April 8	Regular NTC Board of Trustees Meeting <i>(Antigo Campus)</i>									
April 10	WTCS Ambassador Banquet <i>(Wisconsin Dells)</i>									
April 11	DBA Trustees + Ambassadors Breakfast <i>(Wisconsin Dells)</i>									

	<i>Dells)</i>									
May 6	Regular NTC Board of Trustees Meeting									
May 17	<i>Graduation (10:00 a.m. @ TBD)</i>									
June 3	Regular NTC Board of Trustees Meeting <i>(Public Budget Hearing at 12:15 p.m. Lunch at approx. 12:30 p.m. Regular Meeting at 1:00 p.m.)</i>									

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 unless otherwise noted.

FOR IMMEDIATE RELEASE

January 3, 2025

Local Media Contact: Andrew Krauss

715-847-2780 | Andrew.Krauss@aspirus.org

Advancing Healthcare Education Through Innovation

Aspirus and NTC Collaborate to Improve Health care Education

Multimedia clips for download and public use

[Full Interview \(Reed Champagne\)](#)
[Full Interview \(Aspen Gunnlaugsson\)](#)
[Full Interview \(Reed Audio Only\)](#)
[Full Interview \(Aspen Audio Only\)](#)
[Broll](#)

Please use Aspirus social tags: @AspirusHealth (Facebook, X, Instagram)

“With immersive reality, we can create scenarios students might not encounter during traditional training.”

WAUSAU, Wis. – Aspirus and North Central Technical College (NTC) are working together to bring immersive reality technology into healthcare education. This partnership is giving students a chance to experience clinical scenarios like never before, helping them feel more prepared for real-world challenges.

NTC’s new Simulation Center features an immersive room funded by the Health 4.0 grant. “With immersive reality, we can create scenarios students might not encounter during traditional training,” said Reed Champagne, NTC’s Manager of Education Technology. “We change the room’s background, add sounds, and even smells to mimic real clinical settings. It gives students a much deeper understanding than they would get from just sitting in a classroom.”

Aspirus employees, like nursing student Aspen Gunnlaugsson, are already seeing the benefits. “The realistic structure is so like clinical settings. It’s helped me feel more confident in my skills and ready for patient care,” Aspen shared. She also noted that the immersive technology made it easier to refresh her knowledge after taking time off, which prepared her for clinical rotations.

The immersive room also allows students to tackle complex scenarios that they might not experience during their training. “We can’t guarantee students will see every type of case in real life, but this technology helps fill those gaps,” Champagne explained. He added that by integrating sounds, visuals, and even smells, students are better prepared to respond effectively to various situations when they enter the workforce.

This collaboration helps strengthen the community by ensuring future healthcare professionals are better trained to deliver high-quality care. Students gain more hands-on experience, which ultimately improves patient outcomes and ensures that local healthcare providers are ready to meet the needs of an ever-changing population. This partnership between Aspirus and NTC demonstrates the power of combining innovation with education to support both students and the communities they will serve.

###

Interview Questions (Reed Champagne, NTC Manager of Education Technology)

1. Can you explain your role at NTC and your involvement in the Simulation Center?
2. What makes the immersive reality technology unique in healthcare education?
3. How does immersive simulation enhance the learning experience for students?
4. What kinds of scenarios can be created using the immersive room, and how does this prepare students for clinical settings?
5. What challenges have you faced in implementing this technology, and how have you addressed them?
6. How does the immersive room help address healthcare disparities or prepare students for diverse patient needs?

Interview Questions (Aspen Gunnlaugsson, Aspirus CNA/HUC)

1. What is your role in healthcare, and what does your day-to-day work involve?
2. Can you tell us about your journey in nursing education and how NTC has supported you?
3. How has your experience with NTC's immersive reality technology impacted your clinical training?
4. How does the immersive simulation compare to real clinical settings?
5. In what ways has Aspirus supported your education and career goals?
6. What advice would you give to others considering a career in healthcare or nursing education?

For more health content, visit the [Aspirus Media Center](#).

About Aspirus: Aspirus Health is a nonprofit, community-directed health system based in Wausau, Wisconsin, serving northeastern Minnesota, northern and central Wisconsin and the Upper Peninsula of Michigan. The health system operates 18 hospitals and 130 outpatient locations with nearly 14,000 team members, including 1,300 employed physicians and advanced practice clinicians. Learn more at [aspirus.org](https://www.aspirus.org).



Northcentral Technical College

18h · 🌐

...

Northcentral Technical College and [Aspirus Health](#) are teaming up to transform how students learn through immersive reality technology. This partnership allows students to engage in lifelike clinical scenarios, building their confidence and skills for real-world healthcare settings.



Aspirus Health

Yesterday at 10:26 AM · 🌐

Aspirus and [Northcentral Technical College](#) are transforming [#healthcare](#) education with immersive reality technology. Students step into realistic clinical scenarios, building confidence and gaining skills to excel in real-world care.

Learn more about this innovative partnership: <https://bit.ly/4fOJB1z>

Filling the Gap: Dental Therapy Digest



Feature

A YEAR IN REVIEW FOR DENTAL THERAPY

- During 2024, there was an uptick in federal legislation introduced that explicitly names and advances dental therapy. This includes the [Comprehensive Dental care Reform Act of 2024](#), introduced in May, the [Health Workforce Innovation Act](#), introduced in August, and it's [companion to a House bill](#) introduced in February.
- In January, **Wisconsin** [passed legislation](#) authorizing dental therapists and in August the state's first dental therapist was licensed!
- This year, dental therapy legislation was introduced in six states. Some notable ones include:
 - In **Florida**, legislation passed two House committees and advocates are [gearing up](#) for a big push in 2025 (check out [Floridians for Dental Access](#) to stay abreast of the latest news from the Sunshine State!)
 - In **Illinois**, dental therapy legislation was introduced for the first time and had a hearing before the state's House Health Care Licenses committee.
 - In **New York**, dental therapy legislation was [introduced](#) once again and drew [media attention](#).
- Momentum for dental therapy is growing in **Oklahoma** and public health leaders are [calling on](#) their state's policymakers to authorize dental therapy.

- Work began on several new dental therapy education programs with [Northcentral Technical College](#) in Wisconsin, **Eastern Washington University**, and [Pacific University](#) in **Oregon** all announcing in 2024 that they were working on starting dental therapy education programs. While in **Minnesota**, Metro State University announced that it will be re-opening its dental therapy program in spring 2025.
- With work underway to open the state's first dental therapy education program at Ferris State University, dental therapy students from **Michigan** [called](#) for their state's leaders to [deepen their investment](#) in dental therapy and open additional programs in partnership with underserved communities.
- New resources for dental therapy stakeholders were launched with the NPDT creating a new [resources page](#) with fact sheets, policy resources, key research articles, and more and the University of Minnesota releasing a [Universal Dental Therapy Curriculum](#) to assist educators in starting new programs.
- In November, the American Dental Therapy Association [brought together](#) dental therapists, educators, employers, researchers and advocates for a four-day conference in Orlando, FL.



UPCOMING AND RECENT WEBINARS

Dental Therapy: Examining the Misconceptions and Opportunities: Join the CareQuest Institute for Oral Health and Community Catalyst for a webinar exploring dental therapy, including its legislative landscape, scope of practice, and real-world applications on Thursday, January 9, 2025 at 7pm ET. Free continuing education credit will be provided.

4-Part Webinar Series on Dental Therapy: The National Coalition of Dentists for Health Equity and Penn Dental Medicine just wrapped up a four-part webinar series that is designed specifically for dental professionals seeking to elevate their practice through advancements in dental therapy. Links to the webinar recordings with available CEs below.

- Webinar 1: Oral Healthcare Inequalities in the USA (1.5 CEs)
- Webinar 2: Current Workforce Models: Dental Therapists, Community Health Workers (Promotoros), Community Dental Health Coordinators, and Medical-Dental Integration (1.5 CEs)
- Webinar 3: Dental Therapists: quality, Education, Supervision, and Economic Impact (1.5 CEs)
- Webinar 4: Dentists and Administrator Perspectives on the Value Proposition of Dental Therapy (1.5 CEs)



News & Blogs

KEY NEWS CLIPS FROM 2024

- Florida Politics: Linda Chaney takes second go at establishing dental therapy amid statewide dental shortage (12/11/24)
- Newsday: NYS bill seeks to expand access to dentistry by licensing dental therapists (12/1/24)
- Milwaukee Journal Sentinel: Dental therapists, a relatively new kind of provider, could help tribal, rural needs (11/29/24)
- SciLine: In hundreds of communities across the US, finding a dentist is like pulling teeth – but in 14 states, dental therapists are filling the gap (11/12/24)
- Wyoming Public Radio: Can dental therapists help fill gaps in healthcare deserts? (10/22/24)
- Wisconsin Public Radio: Wisconsin technical colleges plan to hand out 200 more dental credentials each year (10/1/24)
- Stateline: Dental therapists, who can fill cavities and check teeth, get the OK in more states (7/17/24)
- Bridge Magazine: Michigan, invest in dental therapy programs to diversify oral health workforce (6/28/24)
- NPR: What is Dental Therapy and why is the American Dental Association pushing against it? (6/11/24)
- NPR: Can dental therapists fill the gap in oral care? (5/28/24)
- Detroit News: Create more educational opportunities for dental therapists (4/12/24)
- Albany Times Union: Legislation aims to reverse New York's dental care shortage (2/7/24)
- Milwaukee Journal Sentinel: Tony Evers signs bill creating 'dental therapist' profession to bolster healthcare workforce (1/31/24)



National
Partnership for
Dental Therapy

The National Partnership for Dental Therapy is co-chaired by [Community Catalyst](#), the [National Indian Health Board](#), the [National Coalition of Dentists for Health Equity](#), and the [American Dental Therapy Association](#).



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CWAIC helps Central Wisconsin embrace the full power of AI



Pictured from left Dave Eckmann (CEO, Greater Wausau Chamber of Commerce), Jeannie Worden (president, NTC), Thomas Gibson (chancellor, UWSP), Katherine Frank (chancellor, UW-Stout) and Israel Squires, CEO and co-founder of Midpoint Consulting



Lori Kaye Lodes
Contributor



January 6, 2025

NORTH CENTRAL WISCONSIN – Israel Squires, CEO and co-founder of Midpoint Consulting, said a recent McKinsey & Company survey on the state of artificial intelligence (AI) said it best: “If 2023 was the year the world discovered generative AI, 2024 is the year organizations truly began using and deriving business value from the new technology.”

That said, Squires said it’s only a slice of the business populace that’s embracing AI.

And the even smaller sliver using it for two or more business functions, he said, is just that – a small percent – even as AI adoption is on the rise.

Squires said it's an example of what businesses nationally are thinking: "I want to embrace AI, but how do I do so responsibly, ethically and optimally?"

Providing tailored answers to that very question, and more, he said, is at the core of the Central Wisconsin AI Center (CWAIC) that launched Nov. 1, 2024.

Squires said the center is positioned as the intersection of innovation, collaboration and opportunity in preparing Central Wisconsin for an AI-driven future.

He said it taps into an abundance of AI expertise and application from Midpoint Consulting, a business consultancy with decades of AI experience; alongside three post-secondary educational institutions – Northcentral Technical College (NTC), the University of Wisconsin-Stout (UW-Stout) and the University of Wisconsin-Stevens Point (UWSP) – and the Greater Wausau Chamber of Commerce, to tackle business opportunities and needs relative to AI adoption.

Squires said the center is expected to help hundreds of businesses in the region get started in their AI adoption journey and, in turn, train thousands of workers in the foundational building blocks of AI adoption.

Using proprietary, AI-driven assessments at the front end, Squires said the center then taps its partners to provide the right workforce training programs, industry-specific AI solutions, cutting-edge AI resources, personalized support and networking opportunities with others in the same shoes.

He said its primary goal is to provide the resources and support necessary to ignite AI growth in every sector of the Central Wisconsin region.

Center origins

It's a journey that Squires said has been two years in the making.

Midpoint Consulting, he said, started conversations with Greenheck Group and the Greater Wausau Chamber of Commerce about two years ago regarding the gaps in AI adoption and the resulting workforce training needed in response.

And simultaneously as businesses voiced a need for all things AI learning, he said the cry went out for higher education to address the AI knowledge gap.

All roads convened, Squires said, with the establishment of the membership-based CWAIC.

"(At Midpoint), we had the AI software, but we needed experts and business leadership in the region to come together with a mechanism to 'answer the call' of meeting the market where it was," he said. "I don't know that there is anything like this center in the country."



Israel Squires

Squires said an increased number of Central Wisconsin businesses are realizing they need to invest in AI or risk losing market share – with many admitting they aren't sure how to invest.

For those who are unsure, he said, the center delivers comprehensive learning on how to invest in AI.

He said it is a hub of both AI expertise and application with the tools and knowledge that businesses, students and the workforce need to thrive in the era of AI.

Its foundational course offerings include AI 101, Prompting Techniques, Security and Compliance and AI Adoption for Businesses.

What the numbers say

AI is an area of explosive growth – with Marketsandmarkets anticipating the market size to grow from an estimated \$214 billion in revenue in 2024 to \$1,339 billion by 2030.

Squires said he sees the opportunity for impact as two-fold.

First, the business's training software will allow for a tailored focus on specific use cases, all of which will be data-driven decisions.

"It starts with blocking and tackling work," he said. "We know that 70% of workers in business, regardless of size, are using free ChatGPT and likely uploading company data or client data into open AI. This is not a good practice, and so the first box to check is to make sure we're helping businesses not do that."

Second, Squires said it helps businesses make thoughtful, intentional and fiscally responsible investments in AI.

"What we've seen in the past few years is that even middle market companies have created chatbots and chased shiny things, versus taking a pragmatic approach (to AI)," he said. "We want to look at and prioritize use cases to determine how they can use AI effectively."

Squires said it's about starting small and being fiscally responsible.

“The imagery we use is that we will enable a company to ‘turn on the electricity’ – use AI – at some point,” he said.

Squires said the center’s services are the outgrowth of data-driven AI assessments offered to center members on the front end.

He said that’s followed by AI training and upskilling for businesses and workers through in-person and online programs provided by the center, as well as its partners.

Squires said those are further complemented by the creation of innovative ecosystems within each business, identifying AI use cases, selecting the right AI tools and providing the necessary training.

Within three years, Squires said the center aims to engage with more than 100,000 workers and more than 300 businesses in the region through digital AI assessments, digital training, in-person training, in-person workshops, in-person seminars and other programs.

And that, he said, is where any or all of the post-secondary educational institution partners come in.

“When a business wants to send 10 finance folks to get a certificate in AI or help them optimize new tools, we work with our educational partners to deliver that,” he said. “There’s that circular mission we’re trying to execute so that the institutions can answer the exact calls of business.”

AI training provider, beneficiary

The post-secondary educational institutions that stepped up to the plate as partners in the center, Squires said, each do so with distinct offerings, strengths, expertise and opportunities.

NTC became a partner and the first client of the center simultaneously, which NTC President Jeannie Worden said was a natural outgrowth of its existing initiatives, alignment with the college’s five-year strategic plan and ongoing work to incorporate AI into curriculum.

“The work in AI really aligns with our strategic plan, and when the center became an opportunity, it just made sense to be a partner with it,” she said. “We are a leader in AI and a leader in the ecosystem to help our students and our employers.”

During her 29-year tenure at NTC, Worden said the closest thing she can liken to the opportunities and potential pitfalls of AI is the introduction of the internet.



Jeannie Worden

“I think about AI in terms of how revolutionary the internet was, and I put AI in the same ballpark as that,” she said.

The educational institution’s embrace of the new technology, Worden said, can be seen in its faculty’s commitment to research and incorporation of AI into each curriculum as appropriate.

Worden said the college’s implementation plan is focused on three areas: having structure and resources in place to serve students pursuing associate degrees, businesses tapping continuing education offerings and adopting AI further as an employer itself.

“We are working to make sure our students graduate with that leading-edge experience as they go out into the workforce,” she said. “It’s what our employers expect of us, and we are proud to train for what’s important to our community.”

In particular, Worden said NTC brings expertise in serving healthcare, agriculture and manufacturing industries, particularly of great interest to CWAIC.

“We’re coming at it from all three areas and have hired the staffing and invested in the technology to support it,” she said.

Worden said she credits long-standing, collaborative relationships with the chamber and their fellow higher educational institutions as being integral to the center’s ability to work.

“I don’t see them as competition – I see them as partners in ensuring we are training a qualified workforce,” she said.

CWAIC’s physical location is on the NTC campus, which Worden said offers high-tech conference room space, office space and training space for both in-person and virtual learning for CWAIC members.

“We’re excited to partner with UW-Stout and UWSP in building a culture of responsible AI use that drives productivity, sustainability and innovation in central Wisconsin,” she said.

Teachers lead the way

At UWSP – another of CWAIC’s educational partners – Jenny Resch, executive director of economic engagement and strategic partnerships, said a key focal point of AI-focused effort on campus is with its School of Education and the K-12 teachers the program graduates and sends into schools nationwide.

“Our K-12 education program is phenomenal, a nationally known program, and we’re graduating teachers who are going to immediately engage in the AI landscape in their schools,” she said. “We acknowledge that if we’re going to advance the strengths of the Central Wisconsin workforce, employees – including teachers – need to show up with the tools, knowledge and resourcefulness to navigate the AI world.”

Resch said the same mindset applies throughout the campuses’ other programs, such as the Sentry School of Business’ adoption of AI for use with financial industry tools.

The university, she said, is walking the walk, guided by an AI implementation committee with representation from across campus benefiting from each others’ research and learnings.

In addition, Resch said faculty have access to the Center for Inclusive Teaching and Learning to help adapt and change coursework and the classroom in response to AI.



Jenny Resch

“For example, it includes recognizing students may integrate AI with assignments, using it to their advantage, but that requires us to advance the curriculum and evolve our teaching to enhance additional learning,” she said. “AI permeates every corner of the university.”

In addition, Resch said the university embraced AI by planning and hosting an AI conference for business and industry in early 2024 – which focused on manufacturing and health care – and will host its second annual AI Innovations Conference in February 2025.

The 2025 conference, she said, will host industry tracks including education.

Resch said NTC is involved in helping to plan the 2025 event because of both geographic and mindset synergy, while simultaneously offering an opportunity to highlight CWAIC’s work and the educational institutions’ strengths to train the workforce.

Resch said the knowledge and training of CWAIC extends not only to graduates but businesses tapping into the university's continuing education and outreach offerings.

UWSP frequently works with business and industry to customize specialized training, she said, whether it's leadership development, wellness coaching or AI.

Resch said UWSP will answer the call to provide AI-focused training and professional development to businesses through the CWAIC.

"What we've been working on is now integrated into the work of the center, meeting organizations where they are, as everyone is at a different point of integrating AI into their company," she said. "Recognizing where they are – and not telling them where they need to be – is critical to the success of the center."

Manufacturing first for this polytechnic university

UW-Stout's participation as a partner in the CWAIC, Seth Hudson, executive director, corporate relations and economic engagement, said was an easy "yes" for the state's only polytechnic university whose approach involves hands-on learning and strong working relationships with industry and community stakeholders.

"CWAIC allows us to further bring that approach to companies seeking AI resources and assistance, especially manufacturers," he said.

Hudson said AI is something UW-Stout is embracing across campus – from having a designated staff member to coordinate how AI is being incorporated campuswide, to the AI Club which is fast approaching 50 members.

"We are integrating AI mindfully into everything across campus," he said. "We're approaching it like when the internet came out. It's going to touch all these areas in different ways, and it's important to have a common basis of understanding throughout all programming."

Hudson said it's also an integral part of the university's existing work with small- and medium-sized manufacturers – one of Wisconsin's leading workforce sectors of more than 8,900 companies, employing more than 490,000 workers.

One of UW-Stout's manufacturing center offerings includes the late summer launch of the Center for Advanced Manufacturing and Artificial Intelligence (CAM-AI), which Hudson said was created to leverage the university's expertise in solving technical issues and conducting research to support private industry.

"That center's role is to use faculty, graduate students and some undergraduate students to work with industry to address issues and challenges on the manufacturing floor and throughout the company, including advanced manufacturing and AI," he said.

Hudson said CAM-AI is tied to UW-Stout's Manufacturing Outreach Center, one of two Wisconsin centers affiliated with the National Institute of Standards and Technology/Manufacturing Extension Partnership.

The two-decades-old program, he said, offers comprehensive solutions through consulting, training and workforce development for manufacturers in particular.

Hudson said it leverages the university's industry experience, tech savviness and teamwork to improve manufacturers' processes, grow their businesses, enrich their people and develop products.

Together, he said the CAM-AI and UW-Stout Manufacturing Outreach Center deliver consulting, training and workforce development for clientele.

Hudson said those two programs' capabilities are now interwoven with CWAIC, both serving as a "feeder" to CWAIC, as well as drawing additional training opportunities to UW-Stout from businesses that start by knocking on CWAIC's doors.



Seth Hudson

In doing so, Hudson said UW-Stout's expertise in manufacturing and AI solutions and support can reach businesses beyond the 33 Northwest Wisconsin counties with which they typically work.

"Companies (in these UW-Stout programs) that say, 'We need to figure out how to implement AI on our floor, or in our supply chain,' can come through our centers where we can get an understanding of what they want to focus on," he said. "If it's AI, the collective group at (CWAIC) can look at the (intake survey) and say, 'Here are the opportunities for back office accountants on how to use AI with Excel' or 'how to incorporate AI into an assembly line.'"

Hudson said it's really a matter of synergy and compounding the impact any one of the entities can have for businesses seeking AI knowledge and training.

Depending on the needs revealed, Hudson said any one or more of the educational institutions (UW-Stout, UWSP and NTC) may step up to deliver training and education for a given CWAIC member.

"Any one of us could deliver the training depending on capacity, existing relationships and the right offerings," he said. "We can collectively figure it out to find the best fit."

Hudson said he is excited to see what CWAIC's intake survey reveals for companies they will work with, even manufacturers that have been working with any of UW-Stout's programs for years.

“It’s a great way to start and it will guide the entity or individual on where to go next (in their AI journey) based on data,” he said. “That intake process narrows the focus and provides a better understanding of what a business’s needs are and how we, across CWAIC, can collectively come back to them with solutions.”

Case in point: Greenheck Group

Scott Graf, chief manufacturing officer of Schofield-headquartered Greenheck Group, said the company sees the CWAIC as a natural next step to its existing partnerships with higher education.

Graf said the HVAC equipment manufacturer sees many applicable opportunities for businesses and the community at large.

“We are only just beginning to engage in the AI Center, but see many applicable opportunities,” he said. “AI is already a vital tool in our personal lives – think of how you use Google, GPS, Amazon, etc. It has many similar opportunities in business, allowing us to access information, analyze data and make better decisions.”



Scott Graf

Graf said he anticipates Greenheck will embrace AI for multiple benefits – including:

- Improving office efficiency by quickly drafting communications, presentations and emails
- Creating better sales and finance forecasts to more accurately plan labor and material requirements
- Enhancing quality, safety and efficiency by monitoring manufacturing equipment for potential failures before they occur
- Improving product design and model/predict the performance of the company’s fans for better energy efficiency.

Collectively, Graf said applying AI will reduce redundant and/or repetitive tasks, freeing up time for more meaningful work at Greenheck.

“And that means better and more rewarding jobs,” she said.

Business case for AI advancement, training

Dave Eckmann, president and CEO of the Greater Wausau Chamber of Commerce, said of its 800 members, 450-500 are small- and medium-sized enterprises.

Eckmann said their level of knowledge and integration of AI and innovation of all kinds can differ significantly from their larger business peers.

“The economic development plan we created a few years ago calls for action in placemaking, talent and innovation,” he said. “It all fits together, and there is a lot of work being done on placemaking and the talent pipeline in the community. But we needed to do more for innovation. That requires small, medium and large companies to access technology including (Industry) 5.0 technologies, and AI is part of that.”

Eckmann said a conversation with Squires about the importance of advancing technology and Industry 5.0 prompted work with business and industry partners to understand the current state of AI adoption.

Conversations, Eckmann said, revealed it was incumbent on the chamber to play a role.

“Our members need to always be looking at innovation and change to be more competitive in this changing economic environment,” he said.

Eckmann said he recognizes that if Central Wisconsin businesses don’t integrate AI and other innovations into their businesses, the competition will move ahead of them.

Supporting the center, he said, is well aligned with other, complementary work the chamber is doing toward embracing more of a culture of innovation.

Eckmann said that includes work during the 18 months to create a program called Powering Innovation, an innovation ecosystem, that will launch soon.



Dave Eckmann

“When you look at Central Wisconsin, we don’t have that ecosystem here,” he said. “We are separated from Green Bay by 90 miles on one side, and Eau Claire and the Twin Cities on the other – sitting in the middle of Wisconsin and (we) don’t have the density of the Green Bay to Milwaukee corridor,

Milwaukee to Madison or Madison to the Cities. We are isolated here, which is why we are creating our own innovation ecosystem.”

Eckmann said the ecosystem is built on three pillars: a digital toolbox, awareness built by bringing the toolbox into the region through content planning and storytelling of ecosystem partners’ successes and failures.

The digital toolbox, he said, is a significant aspect of the chamber’s website redevelopment to showcase innovation resources and expertise as well as programming, all collected and presented in a single place.

Eckmann said it’s well-timed as a complement to CWAIC, delivering small business resources for AI and further directing chamber members to CWAIC within the toolbox.

He said it also features a compilation of the services and resources from universities, technical colleges, small business development centers, innovation centers of excellence, funding sources and more.

Bringing all those together, Eckmann said, will allow the business community to easily access points of service “versus having to hunt down each service.”

“It’s a new digital resource and center of excellence to serve business, industry and entrepreneurs,” he said.

Pointing more businesses to CWAIC, Powering Innovation and the chamber, Eckmann said, can further businesses’ abilities to embrace the technology and innovation opportunities inherent in AI.

“At the heart of every business enterprise is its people – the workforce,” he said. “CWAIC will ensure companies and working professionals have access to AI tools that will allow for growth and prosperity.”

For further details on the CWAIC, visit centralwiaicenter.com.

NTC NEWS:
BY KALEY FECH DEC 20, 2024



Chase (from left), Celina, Tanya and Chad Ellenbecker (Photograph provided by Ellenbecker Family)

Celina Ellenbecker walked across the stage at Northcentral Technical College (NTC)'s Fall 2024 commencement ceremony Saturday, December 14, after earning her marketing degree. While it was her first time as a graduate, it was not her first NTC graduation.

That's because her brother, Chase, also graduated from NTC's marketing program in 2022. Their connection to NTC runs even deeper, as their mom, Tanya, also attended NTC, graduating from the administrative assistant program in 1999. Tanya's sisters, Tiffany and Tasha, also graduated from the administrative assistant program, and her brother, Travis, graduated from the Electromechanical Technology, HVAC and Machine Tool program.

"It's a super cool experience to know that my brother, my mom and my aunts and uncle all went to NTC because it just shows that NTC has continued to prove its excellence over the years," Celina said. "My family loved their time and experiences there, which provides you with the insight that the environment and culture of the school is positive and driven to help students succeed."

Tanya chose NTC because of its affordability, the proximity to home, its connection to the community and the welcoming atmosphere of the college. Two decades later, those same factors led her children to choose NTC as well.

"It's a great learning environment, and I liked how they have lots of advisors who are willing to help and give advice throughout your courses," Chase said. "While at NTC, I was able to meet a lot of great people and learn a lot about marketing."

For Celina, attending NTC offered the opportunity to meet new people, enjoy new experiences and still have the flexibility to complete her degree online.

“I was a more nontraditional student because I was all online, but it still allowed me to be involved and flexible with my schedule,” Celina said. “I was very involved in intramural sports and Phi Theta Kappa.”

Celina, Chase and Tanya were each selected as the Outstanding Graduates for their respective programs. Each semester, one graduate who goes above and beyond is chosen to represent their program of study as the Outstanding Graduate.

“It was an awesome achievement to have been selected as the Outstanding Graduate of the Marketing Program while attending NTC,” Chase said. “It shows that I was able to be recognized for all the hard work I did while attending NTC.”

All three Ellenbeckers agree that attending NTC prepared them well for their futures.

“NTC has made me into a salesman as they have taught me how to go about sales calls, marketing products and just how to relate to customers,” Chase said. “Without NTC, I don’t think I could have ever made it in the sales industry as I wouldn’t have the communication skills and knowledge about how to promote and sell things.”

After graduation, Chase worked as an account specialist for Fastenal and is now a head of sales at Schwartz’s Seamless Gutters.

Celina will be working full-time this spring and summer as a marketing and event coordinator for Helene’s Hilltop Orchard. She plans to transfer to Northern Michigan University next fall to pursue her bachelor’s degree in marketing.

Tanya was hired by EO Johnson before she graduated and has been with the company for the past 25 years. She now serves as the company’s benefits specialist and human resources representative.

She encourages anyone considering furthering their education to choose NTC.

“I highly recommend attending NTC as they directly focus on your career path,” Tanya said. “You can earn your degree for a fraction of the cost. NTC guided me through my program by teaching me the necessary skills that I would need for my future career.”

Celina agrees.

“You will feel so valued, special and heard like never before,” she said. “NTC truly values your feedback and experiences and is always there for you. So choose yourself and your experiences and take the leap at NTC.”

NTC NEWS:
BY KALEY FECH DEC 17, 2024



Northcentral Technical College's (NTC) new respiratory therapy program recently wrapped up its first semester, and one student from the program has already found employment in the field.

Lauren Lallemon was hired as a respiratory therapy assistant by Marshfield Clinic, and she now has the opportunity to work in the field while working towards her degree.

"By working as a respiratory therapy assistant before graduation, I can get a feel for the environment I will be working in during my career," Lauren said. "I can get experiences that are going to prepare me for clinicals and for my career in the future. I am getting familiar with working in the hospital setting and working closely with other members of the healthcare team."

The respiratory therapy program teaches students to evaluate, treat and manage patients of all ages with respiratory illnesses and other cardiopulmonary disorders.

"If someone is having trouble breathing or having other difficulties related to the lungs, we're involved," said Eric Nelson, respiratory therapy faculty. "It could be anything from little kids with asthma or RSV to people who aren't breathing at all due to a head injury or overdose."

The respiratory therapy program at NTC is led by Eric Nelson and Ben Olson, both of whom bring with them a lot of experience from working in the field. Much of the learning students do in the program is through hands on activities, giving students real-world situations and preparing them for the future.

“By providing hands-on experience, it makes students more comfortable and confident when they graduate and get into the field and start seeing their own patients,” Lauren said. “We are getting to work with the equipment we will see in our future career too. This allows us to work with it and become familiar with it, which sets us up for success.”

Respiratory therapists work all over the hospital, assessing patients and working in critical situations. Depending on the size of the hospital, there’s a good chance that only a few people know how to run the machines. The program teaches students how to use the different types and brands of machines used by various hospitals with the expectation that students will be able to walk into any hospital room, assess the situation and know what’s going on before they graduate.

“Oftentimes we are one of the few people in the hospital that can run a ventilator at a high level,” Eric said. “We as respiratory therapists are experts with these machines and can help optimize function and troubleshoot as necessary.”

Lauren is part of the first cohort of the respiratory therapy program at NTC, which currently has 11 students, and there are already students on the waiting list for next fall. This is exciting news for the field because many hospitals have a need for more respiratory therapists.

“I was looking for a career in the healthcare field,” Lauren said. “While doing some research on other careers, I found respiratory therapy. I had always been interested in the heart and lungs, so I thought this would be a great option for me. I was pretty set on going to NTC, so when they opened the program, I was very excited for it.”

Eric said it’s encouraging to see a student get hired as a respiratory therapy assistant so soon after starting their educational journey. He is an advocate of hospitals hiring students early as it provides a great learning opportunity.

You can teach them what to do with the equipment, and they’re going to learn as they go,” he said. “It really helps with their education. When you’re surrounded by it that much, you can’t help but catch on faster.”

That has proved true for Lauren, and she said she has learned so much already in her position and is excited to keep learning and gaining more experience.

“I can take vitals, listen to lung sounds and help deliver treatments such as inhalers and nebulizers,” she said. “I am getting familiar with charting and doing notes too. Seeing all the aspects of the job and being able to gain experience is something I am extremely grateful for.”

Lauren said she would encourage anyone interested in respiratory therapy to go for it.

“It’s a great career in the healthcare industry, and respiratory therapists are an essential part of the healthcare team,” she said. “The program at NTC offers a great variety of learning opportunities. The instructors are great, it’s hands on and it provides a well-rounded learning environment.”

NTC's respiratory therapy program is a two-year associate degree program, so students are able to learn a lot in a short time. After this first semester, Eric said he is excited to see the excitement continue to grow. There can be a lot of stress at the beginning because students are learning a lot but have no way to put the pieces together. In their second semester, they have more classes focused on respiratory therapy, and the pieces start to click. In the summer, they will begin their clinicals, and even more pieces will fall into place.

"In two years, you take someone who has no experience, no idea what you're talking about, and you make them into a respiratory therapist who can take care of patients," Eric said. "It's very exciting to see that happen."

To learn more about NTC's respiratory therapy program, visit: www.ntc.edu/academics-training/programs/all/associate-degree/respiratory-therapy

Edgar K-12's school trip policy draws scrutiny

Pep band members not allowed to perform at state after taking coach bus to Madison

By Kevin O'Brien

After a few members of Edgar's pep band were prevented from performing at last Thursday's state football championship because they took the wrong bus to Madison, at least one school board member said she would like to revisit the district's policies to make sure they are fair.

The issue was raised by Mia Stencil, the

student representative on the school board, who mentioned that some members of the pep band had signed up for a seat on the coach bus used to transport the football team and others to Camp Randall. Stencil said the band members didn't realize they were required to ride the school bus designated for the pep band in order to perform during last Thursday's game.

See **EDGAR K-12/** page 2



Edgar, The Record Review
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der Latest news at qpl.wi.gov.

Edgar K-12

Continued from page 1

Superintendent Cari Guden said district policy 2340, which deals with district-sponsored trips, makes it clear that students must ride the bus associated with their respective co-curricular group if they want to participate in that activity.

"All students are expected to ride the approved vehicle to and from each activity," the policy states. "A special request must be made to the staff member or sponsor by the parent, in writing or in person, to allow an exception."

Guden said administrators were not aware ahead of time that members of the pep band were planning on riding the coach bus, and said it was "very unfortunate" that some of them were not allowed to perform as a result. Ultimately, about five to six members of the pep band chose not to perform rather than give up their seat on the coach bus, according to Guden.

Having all the members of a co-curricular group ride on the same bus ensures that all of the students arrive together at the same time, she said.

"We have the policy so we should adhere to the policy," said board president Corey Mueller.

Board member Pamela Stahel, however, said pep band members have taken the coach bus in previous years and were still able to perform at the game without administrators knowing.

Stahel said the board needs to review its policy, which also states that "transportation for all field and other district-sponsored trips is to be by vehicles owned or approved by the district and driven by approved drivers." For years, the Edgar Football Alumni Club, in partnership with Nicolet Bank, has booked a coach bus that is open to all community members, parents and students who want to sign up and pay for a seat on the bus.

"Right now there seems to be favoritism for groups that get to ride coach and others

that can't," Stahel said. "How's that fair?"

Guden said the district's current contract with Fischer Transportation requires that students ride the company's school busses for all extra-curricular activities, but she acknowledged that a "handshake agreement" was made years before she became superintendent that provided an exemption for statebound sports teams.

"These coach busses are not, in any way, part of the School District of Edgar," Guden wrote in a email following last week's meeting.

Stahel said that board should revisit that exemption in the future to ensure that all students activities are treated equally. Guden said the time to do that would be when the district renegotiates its contract with Fischer Transportation, which happens on a yearly basis due to changes in costs.

School board member Alison Reinders thanked Stencil for bringing the bussing issue to the board's attention.

"I'm glad that students are talking to you about this," she said.

In another bussing related issue, Guden confirmed that the district's new electric bus has been out of commission since Oct. 20 due to a problem with the charging unit.

Pat Socha, a driver for Fischer Transportation, noted that the district had to disable one of its diesel-fueled buses in order to qualify for the grant to obtain the electric bus.

"So, we really are reliant on that electric bus being available," said board member Rebecca Normington. "It can't be out of commission."

Socha said Fischer does have a spare bus available so they can use it if the electric one is out of commission, but they try to use it as much as they can.

"I really like driving it because it's really quiet," he said. "I know they still have some bugs to work out, but it's a very nice bus to drive."

Other business

■ Middle/high school principal Mike Wilhelm and two teachers, Amber Guldán and Dennis Webb, spoke to the board about the district's new Wayfinder curriculum dealing with social-emotional issues. Teachers use part of the half-hour "Wildcat Time" built into the schedule to discuss issues related to emotional development and social competence.

"As educators, we want to help kids be the best versions of themselves, on a daily basis, both in and out of school," Wilhelm said.

Webb, who teaches music classes, said he has been able to develop a deeper rapport with his seniors by sharing some of his life experiences as someone who has taught for 31 years. He helps them set life goals and identify what he recognizes as bad relationships, for example.

"I think we've built a better community in our school all around," he said.

Guldán, who teaches middle English Language Arts classes, said Wayfinder offers open-ended lesson plans that allow teachers and students to explore topics that don't normally get addressed in the classroom. She said the lessons are already starting to show a positive impact on student behavior, as she's witnessed classmates be more willing to help each other out.

"Really it's about teaching them how to be fantastic human beings," she said.

Wilhelm said Wayfinder offers a wide variety of lesson plan ideas and an online "activity library" with videos ranging from one to 45 minutes long on various topics.

"If you need to, you can follow the script," he said.

■ The board renewed the district's five-year contract with the Rural Virtual Academy, which provides online learning alternatives for students in the district. Guden said the contract not only makes financial sense for the district, it also benefits students who are enrolled in RVA classes.

■ The board approved the hiring of Chloe Moore, a current student teacher, as a longterm first-grade substitute teacher for the second semester. Student teachers Brianna Leible and Stephanie Meier were also hired for second semester band and agriculture, respectively.

■ The board authorized eight students to enroll in the Start College Note program and two in the Early College Credit Program. Guden noted that Northcentral Technical College will be parking its new mobile lab at the school for several weeks for students enrolled in a certified nursing assistant (CNA) diploma program.

■ Board member Megan Wesolowski wondered if the middle school could start offering a "welcome back" orientation for parents, just as the elementary school does. As the mother of a new middle school student, she said there's a lot to learn about the differences at the middle school, including the grading policies, block schedule and the a la carte option in the lunchroom.

"It would have been nice to have a parent orientation," she said. "I know you do one for kids."

Principal Wilhelm said the school could "absolutely do that" in the future.

Clarification

The following is a clarification about a donation to the Athens School District reported in last week's edition:

The board accepted a \$5,000, donation from the boys basketball association and the aluminum can fund for the purchase of The Gun, a basketball shooting machine for the girls and boys basketball teams to use in practice. Dale and Tracy Westfall volunteer their time to collect the cans from the can cage located next to Cenex gas station. The proceeds are given to benefit each of the high school athletic teams.

AROUND THE STATE

Up North

1929 Solon Springs Village Hall is for sale

It might be the best bargain around — or not. Solon Springs has put its historic village hall up for sale for \$85,000. As listed on For Sale by Owner, the 1929 building, at 9240 E. Main St., offers plenty of space for a business or event center. Buyers, however, must maintain two libraries on the lower floor indefinitely, as well as the adjacent rain garden for seven years, according to the Superior Telegram. The building in the heart of the village has also served as a dance hall and housed the village's jail and clerk's office, but the cost of maintenance is high. "It's just not a very good use of village funds to try to maintain two buildings when we have ... a community center that already meets all the needs," Village Board President Ben Evans told the Telegram.

UW-Superior celebrates women in math

Girls from seven area high schools went to UW-Superior Nov. 7 for the seventh annual Sonia Kovalevsky Day, which celebrates women's achievement in math, according to the university's website. Students took part in workshops exploring new ways to use math, such as creating origami to define the difference between drawing shapes and using a straight edge, and using math in cryptography to break codes. "It's about exposing students to math and getting them excited," said professor Heather Kahler, who led the cryptography session. The event is named after Kovalevsky, the first woman to earn a Ph.D. in math and the most famous Russian mathematician of the late 19th century, according to North Dakota State research.

Northeast

Manitowoc mall nearly gutted in preparation for redevelopment

Nearly two-thirds of the old Mid-Cities Mall has been gutted, according to the Manitowoc Herald Times Reporter. The city of Manitowoc bought the former Mid-Cities Mall and Edgewater Plaza property in early May, and the 30-acre-plus site includes three parcels that have been vacant for many years with buildings falling into disrepair. Manitowoc Mayor Justin Nickels said plans to tear down the vacant shopping center and redevelop the site are on schedule. According to Nickels, Green Bay-area developer Tycore Built could start prep work on the site as soon as demolition is complete. A mix of single- and multi-family homes, retail and commercial space is planned. Construction likely will begin in spring, or maybe sooner if it is a light winter.

Central

O'so beer release honors Plover native retiring from NHL

A new beer brewed in Plover celebrates hockey and a retired hometown player. O'so Brewing Company recently released Pavelski Pils, honoring Joe Pavelski, a Plover native who played for the San Jose Sharks and Dallas Stars for 18 seasons in the National Hockey League before retiring this year. Marc Buttera, owner of O'so, said he has known Pavelski's parents for many years. "When Joe retired, we wanted to pay homage to Plover's most famous person," Buttera said. Thinking of hockey and checks — when a player blocks an opponent with his body — the team settled on a Czech style, building off of the play on words, Buttera said. Buttera said the Pavelski Pils has a light, crisp taste like that of an imported beer. It's a winter release and will be available through March, he said.

New AI training center opens with big goals

Aiming to be a catalyst for economic development, the Central Wisconsin AI Center opened in November at [Northcentral Technical College](#) in Wausau. The center is a joint project with UW-Stevens Point, UW-Stout, the Greater Wausau Chamber of Commerce and Midpoint Consulting, according to the UWSP website. The center's site says it aims to provide workforce training with a variety of artificial intelligence programs. In three years, the center hopes to involve more than 100,000 workers and 300 businesses in the region.

Driftless

UW-La Crosse water skiers win national championship

Slalom, jump and trick skiing are the core dis-



Service perspective

Retired Marine Col. Kirk Anderson offers thoughts from a veteran Nov. 11 at a Sheboygan Veterans Day event.

GARY C. KLEIN/USA TODAY NETWORK-WISCONSIN

ciplines for the UW-La Crosse Water Ski Team, which excelled in all three to earn first place at the National Collegiate Water Ski Association Division II national championship in October in Martindale, Texas, according to the university website. The team scored 10,010 points, 760 more than second place Ohio State University. The UWL team, which practices on the Black River on French Island, competes in tournaments around the Midwest, and this year qualified for nationals at the Sept. 29 regionals in Decatur, Illinois. "Being a part of the UWL water ski team is so unique..." says sophomore Claire Rolbiecki, the women's team captain. "You get to water ski, travel around the Midwest every weekend meeting people from other colleges, soak up some sun, and get roped into a community of like-minded, supportive people."

Chippewa Falls High edges toward Air Force ROTC program

A Black Hawk military helicopter landed on the Chippewa Falls High School practice grounds Nov. 18 as the school moved toward a U.S. Air Force Junior Reserve Officers program, reports the Eau Claire Leader Telegram. Talks about starting a program at the high school have been ongoing for a year, and the visit from Air Force representatives — an entertaining event for staff and students — was meant to encourage the idea. "We work on employability skills every day in our (career and technical education) areas and we prepare our kids for college, but it is another opportunity to build our students into leaders," Principal Donna Goodman said.

Capital

Grant will help finish downtown Beloit riverwalk

A \$766,000 state grant will help complete the riverwalk along East Grand Avenue in downtown Beloit, according to WCLO radio. The grant, announced Oct. 25, is from the Knowles-Nelson Stewardship Program for recreational uses. The riverwalk is part of an ongoing project to demolish a decaying building that is hanging over the Rock River. The city website says East Grand Development, a Hendricks company, plans a four-story, 48,000-square-foot mixed-use building on the site. Once the riverwalk section is complete, the pedestrian link will extend from ABC Supply Stadium, near the state line, to the Ken Hendricks Bridge in Beloit, WCLO reports.

Madison's downtown office occupancies on the rise

Madison's downtown office market is improving

for the first time since the COVID-19 pandemic started, according to a report by the Wisconsin State Journal. The area had a vacancy rate of 12.3% in the second quarter this year, down significantly from a recent high of 16.7% in 2023, says a report by Downtown Madison Inc. The area, bounded by lakes Mendota and Monona, Blair Street and South Park Street, has several advantages, according to the State Journal report. Space is limited by natural boundaries, a university campus and height restrictions; the Capitol draws people who deal with government; and new workers encourage new service businesses, which draw more new office workers. Nationally, major metro office vacancies reached a record 20.1% this year.

Southeast

Mac the giraffe, a longtime favorite, dies at Racine zoo

A Masai giraffe at the Racine Zoo died because of age-related health issues, according to a news release from the zoo. "Racine Zoo is profoundly saddened to announce the passing of Mac, the Masai giraffe," the release states. "Mac arrived at the Racine Zoo in 2008 and spent his last sixteen years charming guests. Having celebrated his 19th birthday this past August, Mac surpassed the average life expectancy of male Masai giraffes." Mac was a fan favorite at the zoo. His death is the result of a variety of age-related health issues, including arthritis, which is common in older male giraffes, according to the zoo. Zoo veterinary and animal care staff humanely euthanized Mac on Nov. 5.

UMW researcher's compound approved for clinical trials

A compound aimed at helping depression and Alzheimer's disease has become the first one developed at a UW-Milwaukee institute approved for clinical trials, according to the university's website. Damona Pharmaceuticals, which is exploring drugs to reverse cognitive deficits linked to brain disorders, is developing the compound, discovered in part by Jim Cook, emeritus professor and researcher at the university's Milwaukee Institute for Drug Discovery. Cook's research is aimed at a different receptor in the brain than benzodiazepines such as Valium and Xanax, which have significant side effects. The compound fared well in preclinical trials. "If you take a young mouse and let it live for six months, what happens is the neurons (the brain cells) start to die. You give them my compound, and they start to grow back, almost immediately to where they were in a young mouse," Cook said.

— Compiled by Pete Sullivan, Milwaukee Journal Sentinel

Wausau Daily Herald

Dental therapists may help tribal needs

New profession not approved in all states

Frank Vaisvilas

Milwaukee Journal Sentinel
 USA TODAY NETWORK - WISCONSIN

Maintaining good dental health has been difficult in tribal communities, but the introduction of a new kind of dental provider in Wisconsin may provide some help.

There are 12 tribal clinics in Wisconsin funded either by tribes or the federal Indian Health Service, and nine of the areas serviced by these clinics have been designated as having shortages of dentists, according to the Wisconsin Dental Association.

The Wisconsin Department of Health Services also has identified areas having shortages of dental care, and those included rural areas, some urban areas – and again, tribal areas. The areas in the state where there are virtually no shortages are the suburbs and collar counties of urban areas, such as Milwaukee and Madison.

Dr. Patrick Tepe, a dentist who is chair of the state dental association's Legislative Advocacy Committee, said the problem is not actually a shortage of dentists in the state, it's where they are located.

"Most tribal clinics are more remote and rural, and it's a challenge to attract dentists to those areas," he said. "They'll have to be accepting of the (rural) lifestyle."

One way to help alleviate dental care needs in tribal communities is through dental therapists, who are licensed or certified mid-level providers working under the supervision of dentists. They provide routine and preventive dental care, such as cleanings, fillings and crowns.

Dental therapists are still a relatively new phenomenon, and are not approved to practice in every state.

Gov. Tony Evers signed the bill in April that allows dental therapists to practice in Wisconsin, but the practice still has to be approved by the Wisconsin Dentistry Examining Board, which will regulate the profession. Tepe said



The Wisconsin Department of Health Services has identified areas of the state having shortages of dental care, which include rural areas, some urban areas – and, tribal areas. Dental therapists, if approved to practice would be able to help fill those gaps in care. KELSEY MO/THE REPUBLIC

he expects dental therapists will be officially approved to practice in the state sometime in 2025.

Northcentral Technical College in Wausau is developing a dental therapy program, and it will take 12 to 18 months for that to be approved for accreditation, Tepe said. Students will need to complete at least 30 months of educational training.

In the meantime, Tepe expects dental therapists from other states, such as Minnesota – which approved dental therapists in 2009 – to apply for jobs in Wisconsin if their practice is approved next year.

But Tepe said only licensed dentists can perform tooth extractions, and he added that people in underserved communities, such as in tribal reservations, tend to have higher rates of dental complications that require extractions.

"Dental therapists can help, but they can't do everything a dentist can," he said.

There is some evidence that dental therapists have helped to improve dental care in tribal communities.

Dr. Donald Chi, a Seattle-based dentist, recently completed a study of how dental therapists performed in tribal communities in Alaska, which in 2006 became the first state to approve dental therapists.

"What we found in areas where dental therapists were providing care was that people were keeping their teeth longer, so that they were less likely to get teeth extracted," he said. "And they were more likely to get preventive care."

Chi said Alaska, like Wisconsin and other states, has large swaths of populations that don't have access to good den-

tal care, and dental therapists can help address that. He also said a return to more traditional diets can help tribal communities address poor dental health and other health issues.

"Documents show that cavities were not a problem historically in Indigenous communities," Chi said. "It wasn't until refined sugar was introduced that the cavity epidemic really took off."

In addition to dental therapists possibly helping to alleviate dental health needs in tribal and rural communities, Tepe said the WDA is partnering with Marquette University through a rural scholarship program to attract more dentists to underserved areas.

The scholarship provides \$30,000 per year for four years for dental students if they commit to work in a rural area for at least 18 months for each year they accept the scholarship.


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Dental therapists may help tribal care

New provider type could do cleanings, fillings

Frank Vaisvilas

Milwaukee Journal Sentinel

USA TODAY NETWORK – WISCONSIN

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Milwaukee, Journal Sentinel

Dental

Continued from Page 3A

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Phillips, Price County Review

Firefighting students take Hazmat training

TOM LAVENTURE

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PHILLIPS — Area firefighter trainees were in Phillips to conduct hazardous materials management (HAZMAT) training on Dec. 3. The training follows the Wisconsin Certified Fire Fighter I program testing as the final requirement to become a state certified volunteer firefighter in Wisconsin.

The training was conducted at the Phillips Fire Department by Randy Younker, the fire science instructor for the School of Public Safety at Northcentral Technical College. Younker is also a member of the Central Fire & EMS District for Dorchester, Abbotsford, and Colby in Clark and Marathon counties.

The 96-hour Fire Fighter I course teaches basics of fire fighting under direct supervision. The hazardous materials operation course is an additional 18 hours of classroom and training followed by five hours of written and practical skills testing to satisfy National Fire Protection Association job performance requirements.

Once completed with Fire-fighter I and HAZMAT, the

firefighters will have “reached a plateau” to become state-certified firefighters, he said.

The participants “did a phenomenal job” on their state written test — all passing in their first attempt to earn the Fire Science Technical Diploma, he said. But the HAZMAT training, followed by testing in Merrill, must be completed before the school signs off on the certifications, Younker said.

“This group is an awesome group. They’ve spent 96 hours in the classroom getting their Fire-fighter I certification and now they’re on to their HAZMAT,” Younker said. “This group here tonight went above and beyond to take the advanced level of training so that they can become state certified.”

Joe Engelhardt, of the Kennen-Georgetown Fire Department, said the HAZMAT training was a nice break from the books and a chance to do something hands-on.

“This is probably one of the more fun nights we’ve had here in the HAZMAT course,” Engelhardt said. “It’s mostly just coursework, so getting out and getting

our hands dirty and getting to work with the actual equipment has been really great.”

The current NTC Firefighter I class started in late August before Labor Day and includes firefighters from multiple departments to include Kennan, Catawba, Ogema, Prentice, Phillips, Fifield and Park Falls, along with members of the Rib Lake and Westboro fire departments in Taylor County, and Butternut in Ashland County.

“Our communities need people like this to step up and volunteer because nobody’s breaking down the door to become a volunteer firefighter,” Younker said.

Cory Schoeffer, of the Catawba-Harmony Fire Department, said he moved to Catawba from Colorado just three years ago and got to know the community while working at the gas station/convenience store. Joining the department was a way to give back and become part of that community, he said.

“I’ve got to know a number of the folks there in town, and the people were so good to me that I saw this was an opportunity to give back to the community,” Schoeffer said.



TOM LAVENTURE / PCR

Rib Lake firefighter Abby Meyer stands in a tub wearing a HAZMAT suit for certification training at the Phillips Fire Department on Dec. 3, 2024. Fellow Fire Fighter I students decontaminating her include Joe Engelhardt of Kennen-Georgetown Fire Department, at left, Harland Kasowicz of Fifield Fire Department No. 1, also wearing a HAZMAT suit, Michael Schwark, of Rib Lake, spraying the hose, Brody Hegeman, of Park Falls Fire Department at far right, and Jason Cummings of the Ogema Fire Company in back.

Burnis appointed to Phillips School Board

TOM LAVENTURE

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PHILLIPS — The Phillips Public School Board of Education on Dec. 16, elected Amie Burnis as the interim Area II school board member to replace Meredith Hueckman, who resigned from her position on Dec. 1. Hueckman was elected in November to become the Price County Clerk effective Jan. 6, 2025.

Hueckman was elected to the school board in April 2023. Burnis, who was sworn in at the school board meeting, will serve the remainder of the three year term expiring in April 2026.

The board followed its policy for replacing board members outside of the election process, according to the school district. There were two applicants and the school board members reviewed the applications and voted by paper ballot. The second applicant was not named.

Burnis said after the meeting that she is honored to be elected by the school board to complete the term and is excited to contribute to the district's growth and success.

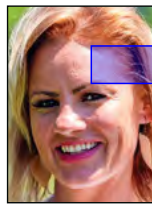
"While I did not run in the prior spring election, I saw this as an opportunity to step forward and serve

our community when the position became available," Burnis said.

Burnis said her professional background as a career coach at Northcentral Technical College, and an active member of the Phillips Chamber of Commerce, has helped to prepare her for the type of collabor-

ative work of a school board. She said that "promoting innovation, supporting initiatives that benefit our students, families, and the broader community" are her goals.

Burnis and her husband, Chris, live in Phillips with their four children, with two currently enrolled and one already graduated from the school district. Having a personal stake in the school district provides a perspective of first-hand knowledge of the strengths and challenges, "Which I hope to address with a focus on transparency, student support, and community engagement," she said.



Burnis

More **BURNIS** | A4



Phillips, Price County Review

Burnis/from A1

Burnis pledges to be passionate about ensuring all students have access to the resources and guidance they

need to succeed. She also aims to “strengthen partnerships between the district and the local community, fostering an environment that prepares students for

future opportunities.”

In other meeting business, there were three new hires for the school district in the past month. Ariel Timmers and Tia Timmers were hired as a paraprofessional to replace Amelia Dettmering and Olivia Dettmering. Shari Ann Katterhagen was hired as a paraprofessional to replace Amanda Kays.

The school district is currently recruiting a National Honor Society advisor to replace Justing Lindgren, a Cook II position to replace Carla Bielefeldt, and a fifth

grade teacher to replace Nicole Salisbury.

In addition to the two Dettmering staff, there were two other resignations that became effective during December. Meredith Hueckman resigned from the school board to assume the Price County Clerk position, and Hannah Koller resigned as the Aquatic Director.

The board also approved:

- an overnight trip for two band students to attend WCBA All-State Honor Band at UW-Whitewater on Jan. 17-18, 2025.
- the District Library Plan.

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*Kantar Millward Brown,
Feb. 2018



Wausau Pilot & Review

NEWS

Wausau relaxes hiring criteria for Fire Department to attract, retain staff

Concerns over high incentives, safety, and retention risks

December 11, 2024



Despite concerns about high monetary incentives and safety, the Wausau City Council on Tuesday approved the fire department's proposal to relax hiring criteria to attract new recruits and retain firefighters.

The new program removes the requirement for applicants to possess four certifications and enrollment to a course at the time of application to become firefighter-paramedics. Instead, new hires must enroll in an accredited Wisconsin Technical College paramedic training program upon hiring and complete it within 18 months.

In the Wausau Fire Department's case, training for paramedic certification will be conducted through an internal apprenticeship program taught by Wausau Fire Department (WFD) experts at [Northcentral Technical College](#), according to city documents.

- Be 18 years of age or older
- Possess a high school diploma, GED, or HSED
- Hold a valid, unrestricted driver's license
- ~~State of Wisconsin Firefighter I Certification (or IFSAC Accredited equivalent)~~
- State of Wisconsin or National Registry EMT-Basic License ~~and be enrolled in an accredited Wisconsin Technical College paramedic training program~~
- ~~NIMS ICS 700 and 100 Certifications~~
- ~~Hazardous Materials Operations Certificate~~
- CPAT Certification obtained within the last 12 months

Changes to Wausau Fire Department hiring policy, courtesy of the city of Wausau

Changes to Wausau Fire Department hiring policy, courtesy of the city of Wausau

It is unclear whether the omitted certifications and courses will eventually be required, similar to the paramedic training, after hiring. Fire Chief Jeremy Kopp and Deputy Chief Justin Pluess did not respond to questions about the program by press time.

At Monday's Human Resources Committee meeting, HR Director James Henderson questioned whether the new hiring criteria might impact safety. He raised concerns about the motivation of recruits who might stay solely to avoid repaying the bonus and tuition credit.

"I would be really careful about these things in public safety because an accountant or an HR person can come to work and hate their job every day, and you're really probably not going to really worry," Henderson said. "But do you really want a policeman or fireman saying, 'Hey, I'm really not cut out for this, but I don't want to pay back \$5,000 either, so I'm just going to try to stay here for three years'?" Henderson also questioned what citizens would gain from such hires, adding, "You just can't have public safety employees like that."

WFD defends new program

Fire officials defended the expanded hiring criteria. They emphasized that the in-house paramedic apprenticeship program would not cost the city additional dollars because the 10 vacant firefighter positions have already been budgeted. There will be no more than nine such apprentices at any given time, the program document notes.

Kopp and Pluess stated the new program will maintain critical emergency services for the Wausau community while addressing hiring challenges in a competitive market. They argued that the offered incentives, a \$10,000 sign-on bonus and a \$5,000 tuition credit, would attract candidates daunted by the existing hiring criteria. Additionally, they noted that the bonuses and tuition credits would be adjusted within the new hires' salaries.

Pluess told the Wausau Human Resources Committee on Monday that vacancies have increased overtime costs and burdened staff.

“Despite multiple recruitment processes conducted since April 2024, we have only successfully hired one firefighter-paramedic,” he wrote in a memo to the committee. The department will target both EMT-Basic and paramedic-certified applicants.

Alders question \$10,000 sign-on bonus for new hires

While fire department officials defended the program, most alders on the HR and Finance Committees questioned the need for such a sign-on bonus. Finance Committee Chair Michael Martens supported the proposal, citing the apprenticeship’s potential to train and retain hires. Other alders had no objections to the tuition credit but opposed the expensive bonus. They also questioned the city’s ability to recoup costs if recruits leave within three years.

Apprentices are required to sign a three-year employment contract. Those who leave early or fail to obtain paramedic licensure within 18 months “will be subject to termination and required to repay training costs incurred by the City of Wausau,” according to the proposal. The \$10,000 bonus must be repaid in full and “all cost[s] associated with school, training and equipment including the Early Engagement Tuition Credit back to the City of Wausau.” The document does not specify whether the training costs should be returned in full or the amount spent until the time of early departure.

Alders Terry Kilian and Victoria Tierney cast doubt on the city’s ability to recover costs from those who leave prematurely. Pluess suggested deducting funds from final paychecks, while Martens proposed placing tax liens or recovering funds through state tax refunds. Tierney asked if the bonus could be prorated, and Alder Gary Gisselman inquired whether similar incentives are standard across the state. Committee Chair Becky McEkhane noted that the new program does not aim to hire completely inexperienced people; they will have some training.

Some alders also raised concerns that recruits might leave for other positions after completing their training.

Despite the concerns, both committees ultimately approved the new hiring program.

At Tuesday’s City Council meeting, Alder Lisa Rasmussen and Martens again supported the program. Rasmussen noted that agencies statewide are competing to hire and retain talent, and this program gives the WFD a competitive edge.

► HOME > NEWS

NEWS

POSTED ON DECEMBER 25, 2024

COURT



Deputy Eric Bunkelman was sworn in to the Taylor County Sheriff's Office on Friday, Dec. 20. Bunkelman is a recent graduate of the law enforcement academy at Northcentral Technical College and will soon start the field training program offered by TCSO. Bunkelman's parents were there to support him as he was sworn in. MANDEE ELLIS/THE STAR NEWS



Northcentral Technical College

December 23, 2024 at 11:00 AM · 🌐

...

Celina Ellenbecker graduated from Northcentral Technical College Saturday, December 14.

Her brother, Chase, graduated from NTC in 2022. Her mom, Tanya, graduated in 1999. Her aunts and uncle graduated from NTC too.

Read about the connection they feel to the college here:



NTC.EDU

Ellenbecker Family Feels Strong Connection to Northcentral Technical College | Northcentral Technical College



Northcentral Technical College

December 19, 2024 at 9:00 AM · 🌐

...

Northcentral Technical College's (NTC) new respiratory therapy program recently wrapped up its first semester, and one student from the program has already found employment in the field.

Lauren Lallmont was hired as a respiratory therapy assistant by Marshfield Clinic, and she now has the opportunity to work in the field while working towards her degree.

Read the full story here:



NTC.EDU

NTC Respiratory Therapy Program Setting Students Up for Success | Northcentral Technical College



Northcentral Technical College

December 13, 2024 at 1:31 PM · 🌐

...

"As a person in long-term recovery, the opportunity to come back and use my lived experience and combine it with my education was incredibly empowering, and the support that I received from the faculty here was just incredible."

Jennifer Verderami

Substance Abuse Disorder Counseling Graduate

#ntcgraduate #ntctimberwolves



Northcentral Technical College

December 12, 2024 at 1:30 PM · 🌐

...

"I worked the [IT] Help Desk and with the cyber security specialists on campus, and it really helped with a career change in giving me the tools and knowledge I need to succeed."

Kristen Baumgartner

Cybersecurity Specialist Graduate


#ntcgraduate #ntctimberwolves



 **Northcentral Technical College**
 December 11, 2024 at 4:04 PM · 🌐

"What I will remember most fondly about my time at NTC is the individual growth I experienced and the connections I made with my instructors. Their support and guidance were invaluable, helping me navigate my educational journey and achieve my goals."

Kayla Lamers
 Human Services Graduate
[#ntcgraduate](#) [#ntctimberwolves](#)



NTC.EDU
Graduate Reflection: Kayla Lamers | Northcentral Technical College
 We honor our students as they prepare to cross the graduation stage and continue their jourm...

 **Northcentral Technical College**
 December 10, 2024 at 1:31 PM · 🌐

"Throughout my time here at NTC, I think that my leadership is what grew the most because I took a role within our honor society, and I also was a team captain for some of our intramural sports."

Celina Ellenbecker
 Marketing Graduate
[#ntcgraduate](#) [#ntctimberwolves](#)



I am Selena Ellenbecker. I am a marketing student here at NTC


Celina Ellenbecker
 2024 Marketing Graduate

0:08 / 2:20

Northcentral Technical College
December 9, 2024 at 1:30 PM · 🌐

"My professional identity and my confidence is really what grew the most, and I think it's because in the nursing program, they really are shaping you to not just be a good nurse but a good person."

Alma Garciatuniz
Nursing Graduate
#ntcgraduate #ntctimberwolves



My name is Alma Garcia Tuneez and I am graduating from NTC

Alma Garciatuniz
2024 Nursing Graduate

0:06 / 2:16

Northcentral Technical College
November 26, 2024 · 🌐

Trevor Frank, NTC Garden to Market faculty, recently taught a seedling science class at the [Children's Imaginarium](#) with young students and their guardians.

They had the opportunity to learn about seed and plants and were able to plant seeds and propagate succulents to take home.



you ever planted seeds in garden or container?

if we plant, let's think about what seeds need to germinate or sprout...

(Air)
Optimal Temperature



Richland County Sheriff's Office · Follow

December 23, 2024 at 3:32 PM · 🌐

...

Sheriff Clay Porter would like to congratulate Jailer/Dispatcher Abilaine Brockus on her recent graduation from the Jail Officer Academy at NTC in Wausau. Great Job!



Oneida County Sheriff's Office, Wisconsin · Follow

December 21, 2024 at 9:49 PM · 🌐

...

We have three new deputies!!!! Welcome to the ONSO Team!

Congratulations to Joe Hallihan, Jack Kahoun, and Justin Orth who graduated from Northcentral Technical College Law Enforcement Academy this week. These new deputies will now enter field training for the next sixteen weeks.

We would like to wish the deputies well as they start their law enforcement careers, and thank the trainers who have helped develop them thus far!







AbbyColby Crossings Chamber of Commerce · Follow

December 26, 2024 at 7:00 AM · 🌐

...

Featured Business of the Day is Northcentral Technical College

Visit their website to learn more: <https://www.ntc.edu/>

We have multiple campuses to choose from, & two campuses are located close to this area, one in Spencer and the other campus is located in Medford. Whether you are considering a college education for yourself or your child, a degree that is tied to marketable job skills is vital. Fortunately, the NTC campuses provides a local option for a college degree that is both cost effective and provides the job skills of the future.

Learn more about all our members at <https://www.abbycolbychamber.com/> in the Visitor &



NursingProcess · Follow

December 18, 2024 at 8:00 AM · 🌐

...

🏆 **Northcentral Technical College** claims the 7th position in **#Wisconsin** for 2024 ADN programs with an excellent 97.04% in our ranking methodology! Congratulations to Northcentral Technical College! 🎉 **#ADN #Nursing**

Learn more here: <https://www.nursingprocess.org/adn-programs/wisconsin/>





Skyward, Inc. · Follow

22h · 🌐

...

We had a spectacular time connecting with students from the [Northcentral Technical College Computer Club](#) this afternoon! 🎉

This bright group of Timberwolves started their visit with a behind-the-scenes tour of Skyward HQ. Afterward, they enjoyed a panel featuring Chief Technology Officer John Ackerslund and programming department members Cory, Zach, Brian, and Sam. Thank you for stopping by to learn about the field of computer science and explore employment opportunities on our team!

[#Community](#) [#Connection](#) [#SupportingStudents](#)



Helene's Hilltop Orchard

11h · ⚙️

...

Day #3 of our Elves recognizing amazing people in our community!

🌱 The Student Services team at Northcentral Technical College are continuously working long hours and putting in extra work to make all events and activities run smoothly at NTC.

🌱 These individuals go unnoticed a lot of the time but we truly appreciate all that they do, they mean a lot to students and their fellow colleagues. Thank you to Krista Reince and Emily Erickson for all that you do!

🌱 Krista and Emily we admire you! Merry Christmas!

[#merrychristmas2024](#) [#merrillwi](#) [#kindnessmatters](#) [#kindness](#) [#smallbusinessbigdreams](#)
[#Wisconsin](#) [#smallbusinessowner](#)




👍❤️ Kristin Reinicke and 22 others

1 comment

Sam Jaeger
December 13 at 1:12 PM · Wausau · 🌐

One of my final projects from my third semester at video production school.—😊 feeling motivated at **Northcentral Technical College**.




YOUTUBE.COM

Linked By Loss - Student Short Film
Partially inspired by the dialogue style of 'Coffee and Cigarettes', this film explores a dramatize...

Sauk County Master Gardeners Association · Follow
12h · 🌐

The annual NorthCentral MG's Garden Vision's conference will be held on Saturday, January 23, 2025 from 8:30AM to 3:30PM at Northcentral Technical College in Wausau. Keynote Speaker is Melinda Myers, with some other great speakers. Below is the website with more information and registration.



NTC.EDU

Garden Visions 2025 - Conferences, Seminars, and Workshops, Community Events | Northcentral Technical...

Send message




Centergy, Inc. · Follow

about an hour ago ·

Exciting things are happening in central Wisconsin! The new ****Central Wisconsin AI Center (CWAIC)**** is launching in Wausau to help local businesses and workers stay ahead in a fast-changing world.

This partnership between ****NTC, UW-Stevens Point, UW-Stout, and local leaders**** will bring hands-on training and tools to industries like agriculture, manufacturing, and healthcare. It's all about helping our community grow and succeed in today's changing world!


#CWAIC #Wiscon... See more



Greater Wausau Chamber of Commerce

6 hours ago ·

We are excited to be a part of the effort to bring the Central Wisconsin AI Center to our area:



WISCONSIN.EDU

New artificial intelligence center to launch in central Wisconsin

A collaborative initiative focused on adoption of artificial intelligence (AI) through workfor...



School District of Rhinelander

5 hours ago ·


The Culinary 2 classes recently took a field trip to NTC in Wausau for culinary and career exploration. 🍳👨🍳 The students spent the day touring the campus and engaging with Chef Brock and the Culinary Program offered at NTC.

During the visit, they had the opportunity to decorate sugar cookies, explore the café space, and tour the butcher block classroom. This hands-on experience provided valuable insight into the culinary opportunities available at NTC, inspiring future chefs and food industry professionals! 🌟


#TheHodagWay
Northcentral Technical College



172/179

 **Matthew Kecker**
17 hours ago · 🌐


Here is an exciting opportunity being offered by Eric Soberg and NTC!— with Drew Crabby and 55 others.



NTC.EDU

Ground Defense Tactics Training - Conferences, Seminars, and Workshops | Northcentral Technical College

11 · 2 comments

 **School District of Abbotsford** · Follow
15 hours ago · 🌐

Through partnership with Northcentral Technical College, we are looking to offer free English classes to adults.


We created a short survey to help us find the best days/times to offer the classes.

Please take a minute to fill this out if you are interested. This is open to any adults.

ACCOUNTS.GOOGLE.COM

Google Forms: Sign-in



 **Mosinee Fire District** · Follow
12 hours ago · 🌐


✅ Yesterday, Cadet Firefighter O. Janssen was tested and displayed proficiency in the practical skills portion of Certified Firefighter 1 state testing.

All that's left for him to complete is the written test and he will attain certification!

Keep working hard! You got this! 💪


[Northcentral Technical College Fire + EMS Training](#)



 **WisconSUN powered by Invenergy** · Follow
December 3 at 9:01 AM · 🌐


We were honored to support the [Det. Jason Weiland Memorial Page Fund](#), established to honor the memory of Detective Jason Weiland by his family to support those furthering their education in first response. This scholarship provides educational opportunities for students at [Northcentral Technical College](#) who share Jason's passion for serving and protecting others, equipping the next generation of Central Wisconsin and Northwoods first responders to make a difference in their communities.



 Eau Claire Area Master Gardener Volunteers · Follow
21h · 🌐

<https://www.ntc.edu/calendar/2025/01/18/garden-visions-2025>


The North Central Master Gardener's will hold their annual Garden Visions conference on Saturday, January 18, 2025 from 8am-3:30pm at Northcentral Technical College in Wausau. Our keynote speaker is Melinda Myers. There will be other speakers, vendors, and lunch!!! Below is the link to registration and more information about the conference.



Northcentral
TECHNICAL COLLEGE


NTC.EDU

Garden Visions 2025 - Conferences, Seminars, and Workshops, Community Events
| Northcentral Technical College

 Altmann Construction Company, Inc. · Follow
November 22 at 1:00 PM · 🌐

This project was a **#remodel** for **Northcentral Technical College** in Wausau, WI. The college has recently added a meat processing degree where students learn how to fabricate a variety of proteins, sausage, and charcuterie products. They are trained in ethical livestock harvesting, butchery, meat curing and smoking, and ServSafe sanitation certification. There's a shortage of skilled butchers in food service, and we can't take for granted how important this role is in the food industry! Here's more about the new program: <https://tinyurl.com/28sseq48>

#projectspotlight #institutionalconstruction





Around Shawano · Join
NTC Wittenberg Campus · 1h · 🌐

Visit us online to learn more about this fun cookie decorating class!

[Holiday Cookie Cook Off – Section #PD002 Fall 2024 | Northcentral Technical College]
(<https://www.ntc.edu/.../holiday-cookie-cook/fall-2024/pd002>)

COOKIE DECORATING

Decorate cookies with ease! All cookies and supplies will be provided for this fun class! You will learn many new techniques and piping tips.

WEDNESDAY 11 DEC AT 6-8:30 PM

NTC Wittenberg Campus
November 20 at 2:45 PM · 🌐

Join us to decorate delicious holiday cookies for you and yours!

Here are the details:
"This course is a hands on cookie decorating class. Learners will ice, d... See more



Jennifer Rauscher

November 21 at 5:38 PM · 🌐

Thank you, [DC Everest Senior High School](#), [Wausau School District](#), and [Mosinee High School](#), for sharing your students with us at [CTech Manufacturing](#), and thank you, [Northcentral Technical College](#), for helping make YA opportunities possible!

NATIONAL APPRENTICESHIP WEEK 2024



CTech Manufacturing · Follow

November 21 at 5:30 PM · 🌐

Happy National Apprenticeship Week! It's no secret that apprenticeships are a pathway to lifelong success. 🙌 We are proud to support five different Youth Apprent... See more



Forward Service Corporation · Follow

November 26, 2024 · 🌐

Our JAG students from Enrich, Excel, Achieve Learning Academy ([Wausau School District](#)) had the incredible opportunity to participate in [Engineering Tomorrow](#) learning experiences at [Northcentral Technical College](#).

Each session kicked off with real-world challenges introduced by community engineers, providing students with all the supplies and knowledge needed to tackle these tasks in teams.

🔧 **Clean Water Challenge:** Students explored the global issue of clean water by creating filtration systems to remove "dirt" (cinnamon and black pepper) from water. The goal? To build the most effective and cost-efficient filters. The results were impressive and discussed with a civic engineer!

💡 **Electrical Engineering & Circuitry:** Students delved into electrical properties and coding, using simulation programs and circuitry kits to make LED lights shine and create miniature stop lights. Their creativity and teamwork were highly praised by the Engineering Tomorrow staff.

👏 **Congratulations, students!** We're so proud of your ingenuity and collaboration, and can't wait to see what you accomplish next.

Learn more about our JAG program at <https://fsc-corp.org/.../jobs-for-americas-graduates-jag-wi/>

#STEM #EngineeringTomorrow #FutureEngineers #EEALearningAcademy



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WSAW (CBS) 12/6/2024 6:20:38 PM

Wausau, WI

NewsChannel 7 @ 6

Local Viewership: 11,199

Local Publicity Value: \$797.25

now. looking ahead - tomorrow is the wausau man of honor society's annual ham giveaway and it's in a new location this year. it will at northcentral technical college. at 9 a.m. veterans and active military members can drive through to receive a free ham. you must have proof you have served like a military i-d or v-a i-d card. you can celebrate the holiday season this weekend with a timeless northwoods tradition at the rhinelander railroad museum. the museum is holding an open house tonight, tomorrow and next saturday, the 14th. you can see dazzling lights,



Fox WZAW 12/6/2024 10:49:45 PM

Wausau, WI

Newschannel 7 @ 9pm

Local Viewership: 2,418

Local Publicity Value: \$154.24

more. a quick note now about the wausau man of honor society's annual ham giveaway tomorrow. it's at a new location this year, northcentral technical college in wausau. starting at 9 a-m, veterans and active military members can drive through and receive a free ham. it's first come, first serve, and hams are typically gone within the first hour. langlade county is mourning the loss of a long time law enforcement officer. former sheriff dave steger died tuesday. he was appointed sheriff in 1988 and retired in 2006. in addition to his work in law enforcement, he and his wife

Items in this report: 2

Total Local Viewership: 13,617

Total Local Market Publicity Value: \$951.49

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