

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: FEBRUARY 7, 2023
TIME: 1:00 P.M. MEETING CALL TO ORDER
LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)

CALL TO ORDER

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

APPROVAL OF MINUTES

- A. Approval of Minutes from January 10, 2023 Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Meat Talent Development Grant – Capital Purchases > \\$50,000](#) – Darren Ackley + Rob Elliott
- B. [Approval of Board Policy 2.1: Governance Commitment](#) – Jeannie Worden
- C. [Approval of Board Policy 2.2: Governing Philosophy](#) – Jeannie Worden

CONSENT VOTING AGENDA

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

BOARD DEVELOPMENT

- A. National Science Foundation Grant: Retooling Machine Tool Technician Program: Diversity, Flexibility + Accessibility (Retool) Project – Frank Fernandez + Jeff Block

INFORMATION/DISCUSSION

- A. President's Report
 - a. Capital Budget Philosophy + Goals – Roxanne Lutgen
 - b. Review of Draft Board Policies
 - i. [2.3: Board Job Description \(new name Board Responsibility\)](#)
 - ii. [2.4: Board Officer Roles](#)

- iii. [2.5: Board Committee Principles](#)
- iv. [NEW: Board Members Role](#)
- c. Comments from Informational Update
- B. Chairperson's Report
 - a. WTC DBA Winter Meeting + Legislative Visit Update
 - b. Spring Board Appointment Update:
 - i. Application period opens February 8 and runs through 4:00 p.m. on February 22
 - ii. Appointment Hearing: Friday, March 17 at 8:30 a.m.
 - c. Reminder to Complete Statement of Economic Interests (SEI) by 5/1/2023
 - d. Next Regular NTC Board Meeting: Tuesday, March 7, 2023
- C. Information
 - a. [Advisory Meeting Minutes](#)
 - b. [Upcoming Meetings + Events](#)
 - c. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(e) for the purpose of:
 - a. Approval of January 10, 2023 Closed Session Meeting Minutes
 - b. Deliberating or Negotiating the Purchasing of Public Properties

OPEN SESSION

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

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

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

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

MEETING DATE: February 7, 2023

TOPIC: Meat Talent Development Grant - Capital Purchases > \$50,000.

POLICY 1.6.5 Asset Protection – may not make any purchases or commit the organization to any expenditure of greater than \$50,000.

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

DATA/RESULTS: The College will apply up to \$420,143 from the WTCS Meat Talent Grant funding toward the purchase of various equipment and renovation costs for the Mobile Harvest Unit and Cold Lab to be used in the NTC Pasture-to-Plate certificate. This equipment includes, but is not limited to:

- Mobile Harvest Unit
- Mixer/Grinder with Plates & Knives
- Self-feeding Slicer
- Bandsaw
- Walk-In Cooler
- Commercial Sink
- Smokehouse
- Bowl Cutter

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
Approval to utilize up to \$420,143 from the WTCS Meat Talent Grant funding toward the purchase of various equipment and renovating costs for the Mobile Harvest Unit and Cold Lab to be used in the NTC Pasture-to-Plate certificate.

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 February 7, 2023



Governance Commitment

Board Policy 2.1

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

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

Reviewed on 08/17/2006

Reviewed on 11/01/2007

Reviewed on 01/16/2008

Reviewed on 01/10/2023



Governing Philosophy

Board Policy 2.2

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

The Board will:

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

Revised and Approved on 07/08/2002

Revised and Approved on 04/28/2004

Revised and Reviewed on 08/20/2005

Reviewed on 08/17/2006

Reviewed on 11/01/2007

Reviewed on 01/16/2008

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

DRAFT

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

MEETING DATE: February 7, 2023

TOPIC: Receipts & Expenditures

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

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

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **November 30, 2022** (preliminary).

F1-F7 Revenue: \$54,835,018.32

F1-F7 Expense: \$35,801,774.19

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: February 7, 2023

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

MEETING DATE: February 7, 2023

TOPIC: Personnel Changes

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

INTERPRETATION: NTC will follow Wisconsin Statute 38.12 (3) “The district board shall employ and fix the compensation...” and Wisconsin Statute 118.22 (2) “...No teacher may be employed... except by a majority vote of the full membership of the board. Nothing in this section prevents the modification or termination of a contract by mutual agreement of the teacher and the board.”

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

New Hires:

- Nicole Van Vonderen – Faculty, Surgical Tech
- Susan Kukulka – Administrative Assistant, AHS Program
- Steven Bigelow – Coordinator, Human Resources
- Samantha Dager – Human Resources Generalist
- Valerie Becker – Administrative Assistant, Business
- Amy Stephens – Faculty, Radiography
- Cory Sullivan – Faculty, Medical Laboratory Technician

Resignations:

- Tim Haring – Custodian, Floors
- Ben Straub – Accountant
- Hannah Grassl – Human Resources Generalist

Retirements:

- Lynette Lehman – Human Resources Generalist

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. Jeanie Worden

Dated 2/07/2023



Board ~~Job Description~~ Responsibility

Board Policy 2.3

The ~~job of the Board is to represent the residents of the Northcentral Technical College District in determining and demanding appropriate organizational performance.~~ Board of Trustees of Northcentral Technical College functions as a collective body to promote a positive image for the College while ~~representing the community in determining and assuring appropriate organizational performance. To distinguish the Board's own unique job from the jobs of its staff, the Board will concentrate its efforts on the following job "products" or outputs.~~ Board responsibilities are distinguished from staff responsibilities by the following:

1. ~~The link between the organization and~~ Serving as the official governance link between the College and the community stakeholders and maintaining a positive image when representing the College to the public.
 - A. ~~Educational institutions~~
 - B. ~~Governmental agencies~~
 - C. ~~Business and industry~~
 - D. ~~Other community and state agencies and organizations~~
2. Employing and supervising the College President.
3. Selecting and retaining the services of District legal counsel and financial auditor.
- ~~2-4.~~ Enacting Written governing policies which, at the broadest levels, address:
 - A. ~~Community Benefits Statements: Organizational products~~ College services, impacts, benefits, and outcomes, recipients, and their relative worth (what good for which needs at what cost). Includes College vision, mission, purpose and strategic priorities.
 - B. ~~Executive-Presidential Limitations~~ Expectations: Constraints on Expectations of executive authority which establish the legal, prudent and ethical boundaries behavior within which all executive activity and decisions must take place for executing activities and decisions.
 - C. ~~Governance Process:~~ Specification of how the Board conceives, carries out and monitors its own tasks.
 - D. ~~Board-Staff~~ CEO Relationship: How power is delegated and its proper use monitored; the CEO role authority and accountability authority and accountability is delegated to the President and its proper use monitored.
- ~~D-5.~~ Monitoring College effectiveness in meeting Board policies on Community Benefits Statements.
- ~~3-6.~~ The assurance of CEO performance (against policies in 2A, 2B and 2D): Assessing President's performance through a formal review prior to July 1 each year with respect to achievement of Board policies on Community Benefits Statements and Presidential Expectations, responsibilities to the President's job description, and the President's annual goals and objectives as established by the Board in consultation with the President.

Reviewed on 08/17/2006

Reviewed on 12/05/2007

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| [Reviewed on 02/07/2023 \(Policy formerly known as: Board Job Description\)](#)



Board Responsibility

Board Policy 2.3

The Board of Trustees of Northcentral Technical College functions as a collective body to promote a positive image for the College while representing the community in determining and assuring appropriate organizational performance. Board responsibilities are distinguished from staff responsibilities by the following:

1. Serving as the official governance link between the College and the community stakeholders and maintaining a positive image when representing the College to the public.
2. Employing and supervising the College President.
3. Selecting and retaining the services of District legal counsel and financial auditor.
4. Enacting written governing policies which, at the broadest levels, address:
 - A. *Community Benefits Statements*: College services, impacts, benefits, and outcomes. Includes College vision, mission, purpose and strategic priorities.
 - B. *Presidential Expectations*: Expectations of executive authority which establish the legal, prudent and ethical behavior for executing activities and decisions.
 - C. *Governance Process*: Specification of how the Board conceives, carries out and monitors its own tasks.
 - D. *Board-Staff Relationship*: How authority and accountability is delegated to the President and its proper use monitored.
5. Monitoring College effectiveness in meeting Board policies on Community Benefits Statements.
6. Assessing President's performance through a formal review prior to July 1 each year with respect to achievement of Board policies on Community Benefits Statements and Presidential Expectations, responsibilities to the President's job description, and the President's annual goals and objectives as established by the Board in consultation with the President.

Reviewed on 08/17/2006

Reviewed on 12/05/2007

Reviewed on 02/07/2023 (Policy formerly known as: Board Job Description)



Board Officer Roles

Board Policy 2.4

The officers of the District Board shall be the Chairperson, Vice Chairperson, and Secretary/Treasurer.

1. The officers shall be elected at the annual organizational meeting of the Board on the second Monday in July.
2. If a vacancy occurs in any of the District Board officer positions after the annual organizational meeting, the District Board may elect an officer to fill the vacancy at a subsequent Board meeting.

Chairperson's Role

The Chairperson assures the integrity of the Board's process and, secondarily, occasionally represents the Board to outside and inside parties. The Chairperson is the only Board member authorized to speak on behalf of the Board (beyond simply reporting Board decisions), other than in rare and specifically authorized instances.

1. No person may serve as chairperson for more than two successive annual terms. (Wis. Stats. Sec. 38.08(3))
- 4.2. The job responsibility of the Chairperson shall ensure is that the Board maintains focus on the vision of the college and behaves-act consistently with its policy governance, Wisconsin Statutes, and those rules legitimately imposed upon it from outside the organizationCollege. In addition, an environment will exist where Board members participate fully and assume a group responsibility for its outcome.
 - a. The Chairperson shall preside at Board meetings in an efficient and effective manner and shall set the general tone for each meeting through positive leadership.
 - a-b. Meeting discussion contentDiscussion at the Board meetings will only be on those issues which, according to Board policy, clearly belong to the Board to decide, not the CEOPresident.
 - c. Deliberation will be fair, open, and respectful, but also efficient, timely, orderly, and concise.
 - b-d. The Chairperson will attempt to arrive at a consensus by the Board members on Board decisions. The Chairperson will stimulate discussion among the Board members.
3. The authority of the Chairperson consists of making decisions that fall within the topics covered by Board policies on Governance Process and Board-CEO Relationship, except where the Board specifically delegates portions of this authority to others. The Chairperson is authorized to use any reasonable interpretation of the provisions in these Governance and Board-Staff Relationship policies in carrying out the role of Chairperson.
4. The Chairperson is empowered to establishsets the board meeting agendas in collaboration with the officers of the Boardboard members and the President, and chair Board meetings according to Robert's Rules of Order. Board members will contact the Board Chairperson no later than 48

hours prior to the Board meeting to add topics to the agenda. -Emergency items can be included up to two (2) hours prior to the meeting in accordance with Wisconsin Statutes.

~~2.5. The Chairperson is empowered to chair Board meetings in accordance with Robert's Rules of Order, unless suspended or waived.~~

~~a. Public Comments will be permanently placed on every agenda according to the following guidelines:~~

- ~~i. Each person desiring to speak is required to register upon arrival (name, address, phone and topic).~~
- ~~ii. Written and/or oral comments will be received.~~
- ~~iii. Oral comments are limited to five minutes per speaker.~~
- ~~iv. If written comments are provided, ten copies are required.~~
- ~~v. A spokesperson should be selected from any interested groups on any particular subjects.~~
- ~~vi. The Board Chairperson reserves the right to limit the amount of time public comments will be heard.~~

~~6. The Chairperson has no authority to make decisions about policies created by the Board within which delegate authority to the President.~~

~~b.7. Therefore, the Chairperson has no authority to supervise or direct the CEO; is responsible for the Board/President relationship and shall communicate and interact with the President. However, since the President is responsible to the entire Board, the Chairperson has no authority to unilaterally supervise or direct the President.~~

~~e.8. The Chairperson will facilitate the CEO-President performance appraisal review meeting annually in July-May in accordance with Board Governance Policy 3.3 – Monitoring Executive Performance/College Effectiveness.~~

~~3.9. The Chairperson may represent the Board to outside and inside parties in announcing/communicating Board-stated positions and in stating Chair decisions and interpretations within the area delegated to him or her.~~

~~a. The Chairperson may delegate this authority, but remains accountable for its use.~~

~~4.10. Additional duties assigned to the Board Chairperson include:~~

- ~~a. Signs the President's cContract and annual evaluation-~~
- ~~b. Signs the association contracts (or his/her designee)~~
- ~~c. As an officer of the Board, serves on the Self-funded health and dental committee~~
- ~~d.c. Appoints Board members to the WTC District Boards Association committees (aAnnually in July)~~
- ~~e.d. Attends the AQIP Strategic Forum (once every four years)~~
- ~~f.e. Signs (electronically) the bill list and a payroll report each month~~
- ~~g.f. Signs loan documentation related to NTC's annual borrowing each June~~
- ~~h.g. Electronically signature useds for diplomas, and all and all college checks~~
- ~~i.h. Ex-officio of the NTC Foundation Board (sSee NTC Foundation for policy)~~
- ~~i. Reviews and endorses the annual letter of engagement for outside legal counsel services.~~

Vice Chairperson's Role

~~1. The Vice Chairperson presides at Board meetings in the absence of the Chair. shall have all of the authority and duties of the Chairperson in the absence of the Chairperson. The Vice Chair is also responsible to lead the board self-evaluation process twice annually as noted in policy 2.2 Governing Style.~~

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2. Additional duties assigned to the Vice Chairperson include electronically signing diplomas.

Secretary/Treasurer's Role

1. Unless otherwise specified by law, the Secretary/Treasurer is designated as the official custodian of all records of the District. The Secretary/Treasurer may delegate the day-to-day maintenance of the custody of the records to the President of the College, but may not delegate the responsibility.

2. On or before the first Monday in March, or within thirty (30) days of the date on which a vacancy on the Board occurs, the Secretary/Treasurer shall notify each member of the Appointment Committee, each governing body having a member on the Appointment Committee and the Board of the vacancy or of terms of office which will expire during the year.

3. In the absence of the Chairperson and Vice Chairperson, the Secretary/Treasurer shall call the District Board meeting to order and shall serve as Chairperson while with the support of the Executive Assistant to the President, the Board elects a Chairperson Pro Tempore.

5.4. The Additional Secretary/Treasurer duties are as follows:

- a. Signs tax levy letters to district municipalities (annually in October)
- b. Signs the Board meeting minutes
- c. Serves as official person of record for TIF/TID notifications (CFO is delegated to represent the college)
- d. Signs (electronically) the bill list and a payroll report each month
- e. Signs loan documentation related to NTC's annual borrowing ~~each June~~
- f. Signs the President's contract
- g. ~~Signs (electronically)~~ Electronically signs diplomas and all college checks

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Reviewed and Approved on 10/18/2006

Reviewed on 12/05/2007

Reviewed on 12/03/2008

Reviewed on 02/18/2009

Revised and Approved on 03/19/2009

Reviewed on 02/17/2010

Reviewed on 03/18/2010

Approved on 04/21/2010

Reviewed on 02/07/2023



Board Officer Roles

Board Policy 2.4

The officers of the District Board shall be the Chairperson, Vice Chairperson, and Secretary/Treasurer.

1. The officers shall be elected at the annual organizational meeting of the Board on the second Monday in July.
2. If a vacancy occurs in any of the District Board officer positions after the annual organizational meeting, the District Board may elect an officer to fill the vacancy at a subsequent Board meeting.

Chairperson's Role

The Chairperson assures the integrity of the Board's process and, secondarily, occasionally represents the Board to outside and inside parties. The Chairperson is the only Board member authorized to speak on behalf of the Board (beyond simply reporting Board decisions), other than in rare and specifically authorized instances.

1. No person may serve as chairperson for more than two successive annual terms. (Wis. Stats. Sec. 38.08(3))
2. The Chairperson shall ensure the Board maintains focus on the vision of the college and act consistently with its policy governance, Wisconsin Statutes, and those rules legitimately imposed upon it from outside the College. In addition, an environment will exist where Board members participate fully and assume a group responsibility for its outcome.
 - a. The Chairperson shall preside at Board meetings in an efficient and effective manner and shall set the general tone for each meeting through positive leadership.
 - b. Discussion at the Board meetings will only be on those issues which, according to Board policy, clearly belong to the Board to decide, not the President.
 - c. Deliberation will be fair, open, and respectful, but also efficient, timely, orderly, and concise.
 - d. The Chairperson will attempt to arrive at a consensus by the Board members on Board decisions. The Chairperson will stimulate discussion among the Board members.
3. The Chairperson is authorized to use any reasonable interpretation of the provisions in Governance and Board-Staff Relationship policies in carrying out the role of Chairperson.
4. The Chairperson sets the board meeting agendas in collaboration with board members and the President. Board members will contact the Board Chairperson no later than 48 hours prior to the Board meeting to add topics to the agenda. Emergency items can be included up to two (2) hours prior to the meeting in accordance with Wisconsin Statutes.
5. The Chairperson is empowered to chair Board meetings in accordance with Robert's Rules of Order, unless suspended or waived.
6. The Chairperson has no authority to make decisions about policies created by the Board which delegate authority to the President.

7. The Chairperson is responsible for the Board/President relationship and shall communicate and interact with the President. However, since the President is responsible to the entire Board, the Chairperson has no authority to unilaterally supervise or direct the President.
8. The Chairperson will facilitate the President performance appraisal review meeting annually in May in accordance with Board Governance Policy 3.3 – Monitoring College Effectiveness.
9. The Chairperson may represent the Board to outside and inside parties in communicating Board-stated positions and in stating Chair decisions and interpretations within the area delegated to him or her.
 - a. The Chairperson may delegate this authority, but remains accountable for its use.
10. Additional duties assigned to the Board Chairperson include:
 - a. Signs the President's contract and annual evaluation
 - b. Signs the association contracts (or his/her designee)
 - c. Appoints Board members to the WTC District Boards Association committees (annually in July)
 - d. Attends the AQIP Strategic Forum (once every four years)
 - e. Signs (electronically) the bill list and a payroll report each month
 - f. Signs loan documentation related to NTC's annual borrowing
 - g. Electronically signs diplomas, and all college checks
 - h. Ex-officio of the NTC Foundation Board (see NTC Foundation for policy)
 - i. Reviews and endorses the annual letter of engagement for outside legal counsel services.

Vice Chairperson's Role

1. The Vice Chairperson shall have all of the authority and duties of the Chairperson in the absence of the Chairperson.
2. Additional duties assigned to the Vice Chairperson include electronically signing diplomas.

Secretary/Treasurer's Role

1. Unless otherwise specified by law, the Secretary/Treasurer is designated as the official custodian of all records of the District. The Secretary/Treasurer may delegate the day-to-day maintenance of the custody of the records to the President of the College, but may not delegate the responsibility.
2. On or before the first Monday in March, or within thirty (30) days of the date on which a vacancy on the Board occurs, the Secretary/Treasurer shall notify each member of the Appointment Committee, each governing body having a member on the Appointment Committee and the Board of the vacancy or of terms of office which will expire during the year.
3. In the absence of the Chairperson and Vice Chairperson, the Secretary/Treasurer shall call the District Board meeting to order and shall serve as Chairperson while with the support of the Executive Assistant to the President, the Board elects a Chairperson Pro Tempore.
4. Additional Secretary/Treasurer duties are as follows:
 - a. Signs tax levy letters to district municipalities (annually in October)
 - b. Signs the Board meeting minutes
 - c. Serves as official person of record for TIF/TID notifications (CFO is delegated to represent the college)
 - d. Signs (electronically) the bill list and a payroll report each month
 - e. Signs loan documentation related to NTC's annual borrowing

- f. Signs the President's contract
- g. Electronically signs diplomas and all college checks

Reviewed and Approved on 10/18/2006

Reviewed on 12/05/2007

Reviewed on 12/03/2008

Reviewed on 02/18/2009

Revised and Approved on 03/19/2009

Reviewed on 02/17/2010

Reviewed on 03/18/2010

Approved on 04/21/2010

Reviewed on 02/07/2023



Board Committee Principles

Board Policy 2.5

The Board shall act as a committee of the whole and shall not create, use, or rely on standing committees for any. Accordingly:

- Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to ~~President~~CEO. Board ~~committees, when used~~, will be used sparingly and ordinarily in an ad hoc capacity. A board committee will have a specific purpose, which shall be clearly identified.
- Board committees are to help the Board do its job, ~~not to help or advise the staff and will not exercise authority over the President, staff or college operations.~~ Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. ~~In keeping with the Board's broader focus, Board committees will normally not have direct dealings with current staff operations.~~
- Board committees may not speak or ~~act~~take action for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the ~~chief executive~~President.
- ~~Board committees cannot exercise authority over staff. Because the chief executive works for the full Board, he or she will not be required to obtain approval of a Board committee before an executive action.~~
- ~~Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee which has helped the Board create policy on some topic will not be used to monitor organizational performance on that same subject.~~
- This policy applies only to committees which are formed by Board action, whether or not the committees include non-Board members. It does not apply to committees formed under the authority of the ~~chief executive officer~~President.
- ~~Annually in May the Board Chair will appoint a Nominating Committee whose sole responsibility is to identify a proposed slate of officers for board consideration at the organizational meeting in July.~~

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Revised and Approved on 08/20/2005
Reviewed on 05/16/2007
Reviewed on 01/16/2008

| Reviewed on 02/07/2023



Board Committee Principles

Board Policy 2.5

The Board shall act as a committee of the whole and shall not create, use, or rely on standing committees for any. Accordingly:

- Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to President. Board committees, when used, will be used sparingly and ordinarily in an ad hoc capacity. A board committee will have a specific purpose, which shall be clearly identified.
- Board committees are to help the Board do its job, and will not exercise authority over the President, staff or college operations. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation.
- Board committees may not speak or take action for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the President.
- This policy applies only to committees which are formed by Board action, whether or not the committees include non-Board members. It does not apply to committees formed under the authority of the President.

Revised and Approved on 08/20/2005

Reviewed on 05/16/2007

Reviewed on 01/16/2008

Reviewed on 02/07/2023



Board Member's Role

Board Policy NEW

The Board of Trustees of Northcentral Technical College functions as a collective body. The success of the Board depends on each individual Board member exercising responsibility through positive actions in the following areas:

- Being effective at Board meetings through appropriate preparation, regular attendance, and active participation in Board discussions and willingness to volunteer for officer assignments and other Board tasks.
- Understanding and supporting the Board governance concept and Board policies.
- Being knowledgeable concerning the College means for accomplishing organization, budget, accreditation, facilities, instructional programs, student services, and key processes.
- Being knowledgeable concerning the organization of the Wisconsin Technical College System and applicable state statutes.
- Being familiar with major district, state, and national issues affecting the College.
- Engaging in Board and self-development activities designed to promote Board effectiveness through attendance at state, regional, and national Board association meetings and by utilizing resources available in the College.
- Attending College events such as: graduation ceremonies, ribbon cutting ceremonies, legislative events, etc.
- Representing the College to the community in a positive image.
- Being active in legislative advocacy on behalf of the College.
- Regularly attend Board meetings and retreats to participate in and understand consensus building, stakeholder representation, in-depth College knowledge, and goal setting.
 - Board members who request to be excused from attending the meeting are required to notify the Executive Assistant to the President at least 24 hours in advance.
 - Any Board member whose unexcused absences in a calendar year exceed more than two of the regular monthly board meetings will be asked to meet with the Board Chair to determine appropriate next steps.

Created and Reviewed on 02/07/2023

Business Technologies Programs Advisory Committee Meeting Minutes

Date: 11/8/2022

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Ann Dahlke – UMR
- Ying Vang – Medical School of Wisconsin (MSW)
- Angela Scharbius – County Materials
- Jill Jass – Connexus Credit Union
- Sarah Ruffi – Ruffi Law Offices
- Nelson Pasha – Independent
- Taryn Fuller – Wausau School District

NTC Team:

- Dianne Carroll – Associate Dean, School of Academic Excellence & Learning Technologies
- Carrie Heckendorf – Administrative Professional Faculty/Phi Theta Kappa Co-Advisor
- Courtney Shilts – Administrative Specialist Academic Excellence/School of Learning Technologies

Welcome & Introductions

Dianne Carroll reviewed the agenda with participating members. All present introduced themselves and the organizations they represented.

Update and highlights from last Meeting (4.14.22)

Took a moment to review previous meeting minutes, no concerns/changes expressed.

NTC College Updates

Dianne Carroll shared the current college updates.

Welcome from the President:

On behalf of the staff at NTC, thank you for serving as a member of a program advisory committee! Your willingness to donate time and share your expertise is critical in order to keep our program content and

technology current and viable in an ever-changing global economy. We appreciate your generous donation of your time and talent to our programs. —Dr. Jeannie Worden

Meet the NTC Board of Trustees:

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

New Wausau Virtual Tour is LIVE!

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

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

New Programs 2022-2023

- Diesel Technician Apprenticeship
 - Fully embeds into Diesel Equipment Mechanic TD and Diesel Technology AD
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist

New Proposed Programs 2023-2024

- Therapeutic Massage Technical Diploma (Fall 23)
- Hospitality Management Associate Degree (Fall 23)

- Smart Manufacturing Associate Degree (Fall 23)

COVID Update:

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

Student Support:

The following are resources available to our students:

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

Introductions/Industry Trends

- Angela Scharbius, Executive Assistant County Materials supporting (7) member Executive team. Just started with her own team a year ago. There is a lot of need to build knowledge in admin assistants to include more soft skills vs hard skills has become incredibly important. To just have that professional look, understanding behaviors and goal setting which they feel will lend to retention appears better than someone that is good at Excel, etc.
 - Dianne Carroll shared NTC embeds soft skills/success skills in each of our programs and courses.
- Ann Dahlke. Executive Assistant at UMR supporting CEO + CFO. Seeing more hybrid work for admin staff. All admin staff are on a hybrid schedule. Recent retirements in the admin groups and team are absorbing the work. No longer mask for COVID, require all employees + visitors to be vaccinated.
- Jill Jass, Executive Assistant Connexus Credit Union. She supports the Executive Vice President, COO and Chief Lending Officer. They have three executive assistants. The greatest need is soft skills. Programs change within the field so quickly that the ability to discern what is a good program and be able to articulate what is good about the program along with what doesn't work about the program in the process. How the program and processes be utilized the best. Ability to work well with others. Flexibility is important. Show motivation and willingness to learn new systems and change. Communication even while remote, to be able to communicate productivity and needs. Integration being to see all components and bring them together. Along with project management and the process/understanding of systems.
 - Jill also added some additional items to add to helpful skill trends: Ability to create a PowerPoint from provided information, creation of Infographics, ability to take

formal/informal notes and handing the large quantity of them, and strong oral and written communication and synthesis of information on behalf of executives.

- Nelson Pasha, Marathon County Social Services and participates on his own time. Administrative Coordinator with a CAP certification and is working towards his CAP expert. He is seeing the hybrid/blended work in the admin prof area and more so with the staff that are not customer facing. Also seeing a need for soft skills. Hire for attitude train for aptitude. They just completed a class compensation study and the County board approved recommended changes. Currently working through job title changes and compensation changes for staff that are impacted. They are hoping the recent study will allow them to be more competitive as they found their admin assistant pay was significant low. They will be filling some positions in the near future and are hoping the recent study will allow them to attract and retain talented employees.
 - Dianne shared Handshake with the Advisory Committee explaining it is a good source for job posting for our students and graduates.
- Sarah Ruffi, Owner of Ruffi Law Office. Current trends, she is not looking for more support staff at this time. However, what she has found in terms of dealing with people in general and clients is the ability to pivot and handle the unexpected without being frozen with fear. This goes along with being confident and competent in the skill one has. The ability to do more with less. The ability to take charge and systemize vs reinventing the wheel. The need to use recourses and time management. Currently all of the employees are in the office.
- Ying Vang, NTC Alumni currently employed at MCW as an Education Coordinator with Rachel Tate. Majority of the campus is hybrid. Currently seeing some struggles with communication and ability to connect with others. Looking at resources and how they can utilize them to increase communications better through Teams, Outlook, etc. Media and Audio specialist recently left so they are having to look at those items as well. They do not require masks but do require vaccination.
 - Dianne asked the version of Microsoft everyone is using. NTC will be moving from 2019 to 365 for all of our courses starting in Winterim.
- Taryn Fuller, Wausau School District Business and Marketing dept. shared they are seeing a significant increase in students getting certified in all of their programs. She is seeing 4-year college bound students taking Microsoft office because they see a value in it and using it more outside of K-12. Soft skills are still a struggle at the High School level. The amount of Microsoft certified students has increased. Students are genuinely interested and see the value in the Microsoft 365, office formatting. Struggling with the change to Microsoft 365 and unavailability to obtain certifications.
 - Dianne shared with NTC moving to Microsoft 365 students will be able to obtain the certifications. All shared they are also using Microsoft 365. Dianne also shared that the curriculum will be moving to Microsoft 365 which won't be a large change. The change will however; teach our learners to identify the difference between the web-based

version of outlook and the desktop version because it will be vastly different. NTC offers students free Microsoft downloads on up to five devices.

Instructional Area/Program

Program Information

- Carrie Heckendorf, NTC faculty shared they would like to merge Digital Transcription into Document Management to make it a single module. Carrie defined the digital transcription – we now use digital wave files with a foot pedal and the express scribe software. Students transcribe what they hear and then they coordinate proper format, layout, grammar, punctuation, spelling to the type of document they are transcribing. This also coordinated well into Document Management as Document Management is incorporating all of those components. Carrie also clarified she is also implementing editing existing transcribed documents.
- Nelson Pasha shared that they have had administrative assistants that have transcribed voicemail messages previously for case notes and is looking to explore the Microsoft transcription function.
- Jill Jass asked the management vs retention.
- Carrie clarified that NTC offers a Records Management 1 and 2 which covers more of the retention of documents. Document Management is more about the layout, format, etc.
- Angela added she also using transcription within 365 as available. They use brand guidelines for layout parameters etc.
- Carrie asked what people are currently using as a resource for document management seeing Gregg Reference Manual is not up to date.
- Angela shared between marketing and executive board; they determine the layouts with branding.
- Nelson shared they do not have a current document within his organization.
- Advisory Committee approved the merge of Digital Transcription into Document Management.
- Dianne shared NTC has added a Microsoft Basic certificate which has the level ones and outlook. This will help our K-12 partners because students can already be looking at earning a credential that will ladder into the other certificates, technical diplomas and associate degrees.
- Dianne is proposing the same alignment within the medical area. Currently we have the Medical Office Specialist Technical Diploma but we do not have medical focused Administrative Professional Associate Degree. Does anyone see a value in this specification? This will allow value for two different lanes once you get into the later semesters and students are able to dive more into the body structure, function and medical terminology. This will also include our Microsoft Basic Certificate and the Medical Office Certificate. Students are then able to stop with a credential is needed and then begin where they left off.
- Dianne asked the committee what level of education are organizations requiring for job openings such as Administrative Professional, etc.
- Committee shared an Associate Degree or equivalent experience including a specific amount of administrative experience is being required.
- Advisory Committee fully supports and approved the proposal to add the Medical Administrative Professional Associate Degree.

- <https://www.ntc.edu/academics-training/programs/all/associate-degree/administrative-professional>
- <https://www.ntc.edu/academics-training/programs/all/technical-diploma/office-assistant>
- <https://www.ntc.edu/academics-training/programs/all/technical-diploma/medical-office-specialist>
- Ann Dahlke asked in regards to soft skills, are there any courses on bullying or harassment to help younger students and employees to help them stand up for themselves etc.
- Dianne shared that each program and course has soft skills implemented. Students are able to be graded and evaluated on interactions on message boards etc. along with encouraging students to reflect on a time they had to overcome an obstacle.
- Ann added the importance of being assertive vs aggressive.
- Angela asked about conferences and seminars for business to attend for CAP renewals etc.
- Dianne shared that we will be working with the Workforce Development team in holding the Administrative Professional Conference in April. We will be working with IAAP so it counts towards the recertification points, etc.
- Carrie Heckendorf asked the committee about challenges/benefits of the hybrid environment.
- Ann Dahlke shared challenges with WiFi
- Jill Jass shared challenges with culture. They have remote first then hybrid environments. They are trying to encourage a fun, vibrant culture but not being in the offices create challenges. Executive Assistants start their day with jumping on a meeting while working and being able to bounce things off each other as if they were sitting next to each other.
- Nelson Pasha shared they too are experiencing the challenges of engagement with coworkers. He is seeing a sense of other not feeling included. He also shared there are some spikes in productivity while working at home but then there is also the lack of engagement.
- Jill Jass shared the questions of is all of the work being completed while working from home.
- Carrie thanked the committee for their feedback as it gives her ideas to incorporate into her remote classroom.
- Dianne shared that Carrie and herself are available to connect with the committee if they see new trends etc.

Continuing Education/Workforce Training & Professional Development

- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training & Professional Development can provide customized training for your organization. If there are ways, we can help with your workforce please contact Brad Gast at gast@ntc.edu.
 - Brad Gast, relocated to the A building. Upgrading the facility to the main building to increase connection with the community + faculty. WFTD grant dollars
 - Any needs for a short-term training – under employed, unemployed training dollars available to help community organizations. Please let us know!
 - Life Enrichment + Community Courses

- Offering an assortment of lifestyle courses including art courses, culinary courses (also at regional campuses), dance course, sign language and STEM.
 - Jill asked the process on how to partner with NTC for someone that is unemployed etc. ADD MORE.
 - <https://www.ntc.edu/academics-training/courses/community>
- **Enrollment Information:**
 - 25 student enrolled in Admin Pro
 - 17 students enrolled in Office Asst
 - 31 students enrolled in Medical Office
 - 9 students enrolled in Healthcare Receptionist
 - 7 students enrolled in both Healthcare Receptionist & Medical Office
 - 3 students enrolled in both Medical Office & Admin Pro
 - 5 student enrolled in both Office Asst & Admin Pro
 - 67 total unduplicated students enrolled in Business Technology programs(last term of attendance Spring 2022, Summer 2022, or Fall 2022)
 - 9 students matriculated for Spring 2023 with 7 of them already registered.
 - 53 total unduplicated students enrolled in Business Technology programs for this current Fall 2022 term.

Other items

- **Advisory Membership Term Length/New Members**
 - We have new guidelines coming out for our advisory committee members. If there are individuals that you know or work with who would like to participate with this committee, please invite them or share their contact information with Courtney at shilts@ntc.edu We would like to include additional members to share their industry perspective and represent additional employers in the NTC region.

Next meeting schedule & agenda items discussion

- Discussed holding the Spring meeting in a hybrid platform on Tuesday April 11 from 12:00 – 1:30p
 - Sarah, Angela and Jill are able to be in person. Nelson, Taryn and Ying are able to be virtual.
- Dianne also let the committee know that February 23 -24 will be the Business Professional Leaderships of America here at NTC. Ann volunteered to judge. Stay tuned for more information.
- Dianne concluded the meeting by thanking everyone for attending, providing feedback and support.

Human Services/SUDC Advisory Committee

Meeting Minutes

Date: 11.18.22

Time: 11:30 a.m.

Location: Room A232 & Zoom

Attendees

Industry Members:

- Rouline Gartner, Good News Project

NTC Team:

- Shane Heilmann, Dean of Public Safety and Community Services
- Paul Strehlow, Associate Dean of Public Safety and Community Services
- Patricia Hornung, Administrative Assistant Public Safety and Community Services
- Tammy Gorski, Faculty
- Christina Lucas, Faculty
- April McHugh, Faculty
- Katherine Oelig, College Advising Specialist
- Kim Waltz, Sociology Faculty

Zoom:

- Danny Knoblock, Faculty
- Melissa Moore, M3 Consulting
- Nickie Riese, Fox Valley Tech College

Welcome & Introductions

Shane Heilmann, Dean of Public Safety and Community Services, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Meeting was called to order at 11:35 a.m. by Shane Heilmann. Motion to approve the minutes from March 11, 2022 by Melissa Moore, seconded by Kim Waltz. Motion carried.

College-Wide Initiatives

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

Industry Trends

Tammy Gorski, Faculty spoke for Heather Yaeger, Lutheran Social Services of WI and Upper Michigan. There have been delays at WI Department of Safety Professional Services with licensing. However, the back logs have been reduced and things should be moving faster.

Tammy Gorski, Faculty spoke for Caylee Nichols, Positive Alternatives Inc. Updates were provided to include the implementation of Management of Aggressive Behaviors Training which focuses on how to have natural conversations and support in the moment when an individual is ready rather than swiping privileges completely away. She also spoke of retention and turnover rates. Due to low staffing concerns they had to decrease the bed census with the county to four. She stated that they are in need of part time employees and that they provide extensive training for all new hires as well as ongoing training throughout employment.

Tammy Gorski, Faculty spoke for Jessica Lind, Women's Community. Criminal court cases involving domestic violence and sexual assault that were backlogged from the pandemic, are now going to trial. Due to lack of DCF funding there may be a trend of shelters closing and unavailable resources. Tammy informed that within the county there are law enforcement agencies that are trained in screening domestic violence cases using the Lethality Assessment Program, LAP. The case rates that screen high for LAP have increased and this tool helps law enforcement and advocates to determine the risk for lethality, making services available immediately on site of a crime scene and follow up with victims.

Tammy informed that the Women's Community is looking to hire an occasional advocate and is recruiting shelter volunteer advocates as well as advocates to respond to hospital and law enforcement agencies.

The Women's Community is in need of community members to assist in the Christmas Wishes program.

Routine Gartner, Good News Project reviewed the Health Equipment Lending Program and the E-Cycling Program and the need increase. They match donated equipment to those in need; If the donations are low, they are not able to meet the needs of the community.

Electronic recycling is up which increases the need for funds to help those who don't have the income to get rid of their electronic devices. They currently have a giving tree for the Christmas season and the funds from that would go towards the e-cycling.

Melissa Moore asked if there's informational resources available to share regarding the donation process for medical equipment and e-cycling. Routine Gartner informed that there is information on the website.

Melissa Moore, M3 Consulting spoke of the increased access to hemp derivatives, the importance of harm reduction and training and NARCAN direct sites. Melissa informed if there's a need for organizations to have the NARCAN training they can access information on the DHS website.

Melissa informed that there are opioid settlement dollars being distributed to counties and those working in substance use prevention should reach out to their County Administrator as there may be funds available to help supplement current services provided and/or help for potential new programs or opportunities.

Melissa stated that Mark Loudon gave a presentation on the Plain Community, which was recorded and will be available on the Taylor County Health Dept website.

Nikki Riese Fox Valley Technical College shared that there have been program updates to include review of student retention.

Program Updates

Katie Oelig, Advisor stated for the 2022 school year, we currently have 47 SUDC students and 185 Human Services students. There are 9 new SUDC students and 27 new Human Services students that applied for spring.

Tammy Gorski, Faculty gave information on the SUDC Core Industry Grant, stating the 2-year grant is providing funds for the counseling lab and allowing faculty to attend professional development conferences. Tammy informed that they are seeking professional development opportunities for Diversity, Equity, Inclusion and Accessibility (DEIA). Tammy stated they are trying to secure a presentation from Vincent Felittia, a founding researcher on Adverse Childhood Experiences, ACE.

Dan Knoblock, Faculty provided information regarding the SUDC curriculum revisions. Danny stated that we are following the SUDC State Alignment Curriculum and rewriting the 13 courses. Dan provided the curriculum modifications to include SUDS Internship for 5 credits changing to Clinical Experience 1, for 3 credits and Clinical Experience 2, for 3 credits. Assessment, Diagnosis and Treatment changed to 2 credits lecture and 1 credit lab and Professional Responsibility in Fieldwork is being removed from the Human Services Associate Degree.

Dan informed that eight of the courses are completed with the remaining to be completed by the end of Spring '23 term, in time for the set launch of Fall '23 term.

April McHugh, Faculty provided information regarding NARCAN training and how we can support the initiative to reduce drug overdose. The DHS 75 rewrite has a requirement to have NARCAN on site. Tammy stated that Intern students within the program, will be required to have NARCAN training. Nickie Riese stated that Narcan training was offered at Fox Valley Technical College.

Christina Lucas, Faculty gave an update on the Justice & Community Advocacy technical diploma. She stated a timeline of things that need to be done to include the approval process by the Wisconsin Technical College System, Higher Learning Commission, and the Dept of Education by June of 2024. Shane stated this would give a fall of 2024 start date for the program and spoke of the need in the community and the value of the program. Conversation was had regarding the credit load being around 25-30 credits and about the positive aspect of pursuing the technical diploma.

A tour of the counseling lab was provided to all in attendance.

Next Meeting Schedule

The next meeting is scheduled for Friday, May 5th, 2023 at 9am-11am.

A motion to adjourn at 12:57 p.m. by Rouline Gartner, seconded by Melissa Moore. Motion carried.

*Meeting was recorded via zoom.

Cosmetology Advisory Committee Meeting Minutes

Date: 11/28/2022

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Steve Svensson – Great Clips
- Laurie McGill – Fantastic Sams

NTC Team:

- Brandy Breuckman – Dean, School of Business
- Lisa Peterson – Associate Dean, School of Business
- Autumn Laabs – Faculty, Cosmetology
- Kayla Ackermann – Faculty, Cosmetology
- Lynn Moses – Administrative Assistant

Welcome & Introductions

Brandy welcomed the Advisory Committee Members and everyone introduced themselves and the organizations they represent.

Update and highlights from last Meeting (10.25.2021)

Brandy let the committee know that Kayla Ackerman has moved from an instructional assistant to a full-time faculty since the other faculty is no longer with the college. Kayla was a natural fit, so the college is pleased to have her. They have also hired an instructional assistant named Monica.

Brandy asked the members to review the meeting minute notes and if there were any changes that need to be made to let Lynn know.

Continuing Education/Workforce Training & Professional Development

We will send out a link to the Economic Update by Brad Gaston for members to view.

Instructional Area/Program

- Program Information
 - Enrollment – Brandy gave the enrollment update
 - They started with 13 students in this fall semester. They are down to 10 students. It is a strong group and they anticipate they all will finish the program. They can take up to 20 students at a time.
 - They typically have a large group of applicants to the program in late spring and early summer. Last year they had 65 applicants to the program around June, but when it came time for enrollment, many did not enroll. What they are finding in the current atmosphere of higher education, they are seeing a lot of students who apply to many different programs, get accepted to several and don't always end up choosing NTC. In the future they want to eliminate the wait lists. The problem is that when it comes time to enroll, not all of the 20 students who were accepted into the program would enroll, but when they contacted the students on the waiting list to accept them into the program, they often had found something else to do, so there was no one to fill the empty spots and get the class back up to 20. The 2 cohorts will help with this because if a student applies and is accepted into the program, but can't start in the fall because the class was full, they can start in the spring rather than wait a whole year. They hope this will allow them to fill both cohorts and increase graduation rates and get more people in the workforce.
 - They have 46 students who have applied for Fall of 2023.
 - Laurie asked if they had any statistics on the last cohort that graduated like how many started, how many graduated, licensure percentage and placement
 - Autumn said they started with 15, had 10 graduate and 8 took their board exams. The students are struggling to get into DSPS because of a huge waitlist. There weren't dates available yet for the 2 who hadn't taken their test yet. Of the 8 who took the test, they all passed.
 - Laurie mentioned that 2 of the students she hired from NTC's program said it was months from when they graduated until they came in to apply.
 - Autumn said that was largely due to the problems with DSPS. Most students typically want to take their exams before they graduate because the material is fresh in their minds, but DSPS has struggled to have enough examiners and proctors for the exams.
 - Steve said that some people were able to get their licenses before they got their temps. He worries about the latency at the state level. He is concerned that if students have to wait too long after they graduate and before they can take their exams, the industry might lose them to different jobs, possibly in a different field altogether.

- Autumn said many students were worried about their temps running out before they could take the state exam. She also mentioned that these problems with DSPS have been going on for 2.5 years. She said they have been communicating these issues to the state. Brandy reiterated that the former Associate Dean has been advocating for the college at the state level to try to get this fixed because it is a very large problem. The school continues to communicate with the state, but Brandy said it's like everywhere else, they just don't have the people to get the problem solved.
- Program update
 - Cosmetology will begin to run 2 cohorts starting in the fall of 2023. They will have a fall start and a spring start for cohorts.
 - They moved the curriculum around, so all of the total core skills courses will be the very first semester vs. spread out like it is now.
 - After that, students will have online courses and clinic floor classes.
 - They will have to update staffing so there are teachers in the classroom and teachers on the clinic floor.
 - They are hoping that they will be able to double the number of students who are attending NTC for Cosmetology. Currently they have 20 students, so they are hoping to have 40 running starting in the fall of 2023. Max cohort size is 20 students.
 - Autumn is building a nail technology program that is almost complete. The schedule is done and it will run 2 times per year. Looking at fall of 2023 for a start
 - Autumn is also building an Esthetics program. They are hoping to draw a lot more attention and get more people in the door. They are looking at a possible start of Fall of 2023, otherwise Spring of 2024.
 - Autumn also gave an update on the speaker situation. Because of the hybrid nature of the program, the students have all of their theory classes on-line. When it is time for the practical portion of the program the students switch to the classroom. They practice each new area they learn twice and then they assess. Each core course runs 8 weeks (e.g., women's hair, men's hair, esthetics, etc.). During the 8-week summer classes, the students are on the clinic floor except on Mondays they learn about Salon operations (i.e. what type of business they want to have, do they want a salon, a spa, a barber shop or other venue? Do they want to work for someone else or not? Etc.) in the morning and prepare for taking their board exams in the afternoons. On Thursday afternoon speakers come to the classroom and students get quota/credit for the topic that the speaker is there to discuss as it is usually a hands-on experience. They have 8 speakers over the summer. They usually reach out to members of our advisory committee.
 - Laurie asked if the salon will be open full time when they have both cohorts running.
 - Autumn said yes and they will have the nail technology program that's also going to start. While they are teaching that class, the clinic floor

will be running for nail tech and then starting in January, the whole salon will be open the whole time.

- Laurie thinks this will help the program a lot. It will open up the amount and types of clients they get which in turn will mean a variety of different age groups and services they will be able to provide.
- Autumn said with the nail and esthetics programs, will also have some evening appointments and they will change some of those clinic hours to around 6:30 on some nights. One difficulty with the evening hours is that some students have other jobs after the school day is over.
- Brandy said the salon being open will help with consistency with customers and will help the program meet it's vision and depth of programming.

○ Industry Trends

- Laurie McGill (Fantastic Sams) – As far as Workforce goes, they are short-handed in some salons, but over-staffed in others. They are finding that with many of the stylists they are hiring, there aren't many that want to work full time or nights and weekends. Most want to work around 25- 30 hours per week. That seems to be the work ethic of recent hires. Laurie said it is much different that they remember hiring people from the past. The last person they hired came out of the Covid class and that she felt was a difficult class because they didn't have the opportunity to work on actual live clients like a class normally would have. She said there was a big learning curve for everyone. Trends in the industry – there is still a lot of color- balayage, ombre, vivids (though she is seeing a bit of a decline on the vivid colors), highlights, foiling.
- Stephen Svensson (Great Clips) – Agrees with Laurie that people just want to work part time. He doesn't understand how people can pay their bills. He said 10 years ago, everyone was full time. He pays attention to information on generations and thinks there is a lot to be hopeful for in Gen Z. Within 3 years they will make up 30% of our workforce and there are a lot of similarities between them and Boomers who were a successful generation. Pay is a problem, like any other business when you have wave inflation, you have to raise your prices. While some people can absorb the increases, some don't come to the salon as frequently. This is his big concern for 2023. Many companies are dealing with increased expectation of higher wages and what do you do as an employer when new people come to the company and are making the same or more than someone who has been there longer. He said he's not sure what companies can do about it, but its definitely one of the issues with prices going up. He's not sure what to do other than to keep an eye on it. Regarding schools in Wisconsin, Steve would like to see them talk more to the students about what it's like to work in selective service salons like his and Laurie's. He feels like students don't think there is as much opportunity at a salon that doesn't do color, nails, etc. He believes students are surprised when

they learn that someone can make quite a bit of money at a select service salon, so would like to see that addressed more with the students. In addition to that, he said he often sees a lack of clipper cutting skills for students coming out of the program and that it is important that the students know how to do this when they start to work. He understands it might be do to a lack of time, but he sees some students come out of school lacking the skills to do fades on clipper cuts. They spend a lot of time training the students on this when they come to work for them, which was fine he said, he just wished they were a little more ready.

- Brandy thanked Steve for inviting Autumn, Kayla and Monica to the Great Clips Convention. She said they felt like it was a very valuable experience.
- Brandy also thanked Laurie for her feedback on the cohort of students who trained and graduated during Covid. The college recognizes this was a difficult time for many departments. They tried their best to train students in those 2 years. Not being able to work on real clients was detrimental to student learning. She thanked Laurie and the others for their understanding of the struggle NTC went through trying to train students during Covid.
- Autumn said she wasn't surprised to hear the feedback from Steve and Laurie. Since the state opened up licensure so people don't have to have as many training hours and they can open up their own business, there are probably a lot of salon owners who are seeing the same things. Autumn also wanted to talk about the specialty services like clipper cutting. She mentioned that students need a mentor when they leave school because they all get only a certain amount of time for all of the specialty areas like coloring, nails, waxing, clipper cutting, etc. Autumn said that in her experience only 10% of the students she has worked with have a natural eye to understand the lines and blending in clipper cutting. A lot of students continue to develop those skills after they leave. They have been offering more free services to staff and students to get more practice for the cosmetology students, especially those that are really struggling in a certain area. Brandy also mentioned that they are seeing a large increase in clients in the salon, so they are confident that the next graduating cohort will enter the market. Now that everything is opening back up from Covid, the students are able to get more and more hands-on experiences outside of the classroom.
- Kayla mentioned that when she was a manager at a salon many years ago, she remembers new stylists struggling with men's haircuts. They try to continue to show the students where the blending needs to happen and then have the students transition into seeing it themselves. She agrees with Brandy that the students getting more practice on real clients will have a very positive impact on their skills. Regarding the part-time issue, Kayla thinks it's happening in all industries. She thinks many people want to buy things but they don't want to work hard for it.

- Steve says he feels bad for customers because it is hard for them to get a haircut. Salon hours have been reduced and it is hard to make it convenient for people. People seem to be adjusting and adapting, but it makes him look at the way he runs his business and how they do their scheduling.
- Laurie agrees. They have started a hybrid model for taking clients. They are now taking appointments where they never did that pre-Covid. They still allow walk-ins when time allows.
- Kayla wanted to reiterate that the class they took at the convention regarding different styles for ethnic hair was very beneficial. Autumn said that they put the products they got from the class on the bar in the salon so students could try them out and so they would know what to order for people with ethnic hair.

NTC College-Wide Initiatives

- Brandy presented an update on the College-wide initiatives.
- NTC President Dr. Jeannie Worden sent message thanking members of the NTC Supply Chain Advisory for willingness to share expertise to help keep the program content and technology current and viable in an ever-changing economy.
- Presentation of 9 members of the Board of Trustees.
 - Erin shared link to a new virtual tour that is available on the NTC website. [NTC Wausau Virtual Tour](#)
- New programs starting in 2022-2023
 - Diesel Technician Apprenticeship
 - Liberal Arts Associate of Arts
 - Liberal Arts Associate of Science
 - Garden to Market Specialist
- Proposed New Programs for 2023-2024
 - Therapeutic Massage Technical Diploma (Fall 23)
 - Hospitality Management Associate Degree (Fall 23)
 - Smart Manufacturing Associate Degree (Fall 23)
- COVID Protocol Update
 - The Executive Leadership Team continues to monitor COVID levels and spread in our area and plans to be open as normal for the fall semester.
 - No restrictions for students or employees such as wearing masks social distancing.
 - Temperature taking station and hand sanitizer are available at the entrance to the building.

- School of Business offers options for students to take classes on-line for many programs that don't require an in-person component such as cosmetology, welding, sign language, etc.
- Facilities Updates
 - A Wing
 - Combining the School of General Studies and School of Business Learning Division areas.
 - WTPD relocated to the former General Studies area.
 - Alternative High School moved into the Center for Business and Industry.
 - workforce, training and professional development moved to A building downstairs
 - Smart Manufacturing Lab is ready.
 - Communication Technology Center of Excellence was built in H wing.
 - video production students, graphic communication students and marketing students will all use this space.
 - CNA swapped spaces with the Paramedic space between the fall and spring semester.
 - Vet Tech Building, located at the farm, was completed.
 - Currently renovating the Faculty Center for Innovation and Inclusion on the second floor of Wausau Library.
- Professional Development Opportunities – WTPD
 - Trauma Informed Care: It's All About Connection
 - Financial Planning Series
 - Frying Away with Wings and Some Air (Air Frying)
 - Healthy Cooking and Meal Prep
 - Ballroom and Swing Dance
- Student Support: NTC continues to provide access to resources to students, including:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - **NTC advisors** can help connect students with other emergency financial, computer and/or community resources.
 - **Timberwolf Table**, NTC's food pantry for students.
 - **Timberwolf Learning Commons**, including the library, tutors and coaches available.
 - **Student Scholarships** are awarded twice a year, once per semester.
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun.

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



Advisory Committee
PowerPoint Fall 2022

○

Other items

- Election of a Chairperson for the Cosmetology Program
 - Advisory committees are designed for our industry representatives to tell NTC what they need from us to prepare the future workforce.
 - The position usually lasts for a year for (the Spring and Fall Semester).
 - The chairperson will coordinate with NTC to build and review the agenda to make sure there are important industry topics included for each meeting and also to lead the meeting. The committee might also ask the chairperson for assistance recruiting and/or ideas for recruiting more members for the committee.
 - Those who are interested should contact Lynn at mosesl@ntc.edu or 715.803.1164
 - If you have questions, please feel free to contact Brandy at breuckman@ntc.edu

Next meeting schedule & agenda items discussion

Going forward, we will continue to have the option to meet in person or by zoom. Our next meeting date is scheduled for Monday, April 24th from 1:30 pm – 3:00pm.

WIOA/NTC Advisory Committee Meeting Minutes

Date: November 29, 2022

Time: 11:00 a.m. – 12:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Sheryl Baker – Labor Education & Training Center (LETC) - Dislocated Worker Program
- Robert Bauer – LETC – Dislocated Worker Program
- Bobbi Braun – Forward Service Corporation (FSC) – Career Planner (Langlade & Lincoln Counties)
- Elsa Duranceau - North Central Wisconsin Workforce Development Board (NCWWDB)
- Cindy Keisling – LETC – Executive Director – WIOA Dislocated Worker Program
- Tyler Leiskau – FSC – Career Planner
- Nicky Lindman – FSC – Career Planner
- Monica Littlegeorge – LETC – Dislocated Worker Program
- Colt Nicklaus – FSC – WIOA Team Lead
- Nicole Rice – NCWWDB

NTC Team:

- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education & General Studies
- Liberty Heidmann – Project Manager/Career Adviser
- Barb Juliano – Instructional Assistant, Marathon County Jail & Marathon County Job Center
- Kathy Krause – AE Program Director, GED/HSED Advisor, AE Faculty; Wausau NTC
- Nick Lampone – Director of Enrollment
- Kari Lazars – Regional Campus Manager (East Region)
- Anessa Ludwig – College Prep Center Assistant
- Becky Michels – Regional Campus Manager
- MaiGer Moua – Promise Advisor
- Wendy Storlie – AE Faculty, East Region
- Lindsey Zakrzewski – Testing & Accommodations Coordinator

Agenda Item 1: Welcome & Introductions

Sara Bartelt, Associate Dean of School of Liberal Arts Transfer, Education, and General Studies at Northcentral Technical College welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Agenda Item 2: Update & Highlights from Last Meeting

The group was given a few minutes to review the minutes from the previous meeting.

The meeting minutes were approved by all.

Agenda Item 3: College-Wide Initiatives

Welcome from the President:

“Your willingness to donate time and share your expertise is critical in order to keep our program content and technology current and viable in an ever-changing global economy. We appreciate your generous donation of your time and talent to our programs.” - Dr. Jeannie Worden

Meet the NTC Board of Trustees

The Board of Trustees has 9 members representing the NTC District

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

Wausau Virtual Tour

The Wausau Virtual Tour is live! The tour includes 360 landing images and interactive hot spots at various tour stops.

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

The tour can be found on the NTC website, or by accessing the following link

<https://www.youvisit.com/tour/ntc/80632?>

New Programs 2022 - 2023

- Diesel Technician Apprenticeship
- Fully embeds into Diesel Equipment Mechanic TD and Diesel Technology AD
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist

New Proposed Programs 2023-2024

- Therapeutic Massage Technical Diploma (Fall 23)
- Hospitality Management Associate Degree (Fall 23)
- Smart Manufacturing Associate Degree (Fall 23)

COVID Update

The Executive Leadership Team continues to monitor COVID levels and spread in our area and will be open as normal (pre-COVID) for the fall semester.

Facilities Updates

- A Wing
 - Combining the Business & General Education areas
 - WTPD (Workforce Training and Development) relocated to the former School of General Studies
- Alternative High School moved into Center for Business and Industry
- Smart Manufacturing Lab is ready
- Communication Technology Center of Excellence was built
- CNA (Certified Nursing Assistant) swap with Paramedic between the fall and spring semester
- Vet Tech Building is completed
- Faculty Center for Innovation and Inclusion (2nd floor Wausau Library)

Industry 4.0

Smart Manufacturing Lab is set up to simulate “lights out manufacturing” process which allows students to remotely control robots from across campus, preparing them for employment in the fourth Industrial Revolution (a.k.a. Industry 4.0).

Professional Development Opportunities

NTC’s WTPD team has developed a robust catalog of online professional development with hundreds of topics to choose from. Upcoming topics include:

- Trauma Informed Care: It’s All About Connection
- Financial Planning Series
- Frying Away with Wings and Some Air (Air Frying)
- Healthy Cooking and Meal Prep
- Ballroom and Swing Dance

For more information on these courses, you can find them on the following webpages: Life Enrichment and Community Classes (<https://www.ntc.edu/academics-training/courses/community>) and Conferences, Seminars, and Workshops (<https://www.ntc.edu/calendar/conferences-seminars-and-workshops>).

Student Support:

Resources available to our students:

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

Agenda Item 4: Instructional Area/Program

A. Industry Trends

- Nicole: We still have our COW (Collaboration of Wisconsin) program with our new programs available. Job Center has been holding smaller hiring events. They now have a weekly employer that is coming on Wednesdays. We have been looking at better ways to connect with our employers by letting them know what services are available. We are also trying to increase traffic back to the Job Center after COVID. There are several new staff members on board the WIOA Adult and Youth program. Everyone on the call today is new except for Colt from FSC. We are excited to be fully staffed now. Everyone is getting up to speed and working through their onboarding process. I am happy to have those staff members on the call today to learn all the resources at NTC. These meetings are important for the team to know what is going on and to stay up to speed.

Please use the updated COW Participant flyer included with the invitation to this meeting, if you are using the old one. As Sara mentioned, just make sure the appropriate people within NTC know about these programs so that they can make referrals. The great thing is that it is just one referral that goes to the Career Planner(s), who can determine if they are appropriate for COW, WIOA, etc. Support to Community is a grant that we still have, but we currently have it on pause until we can re-evaluate our budget to ensure we can support everyone to the end of their programs, as we have exceeded our enrollment (on purpose).

- Colt: Applications are starting to come in for the spring semester from adults looking for training funds. We are seeing the traditional occupations, healthcare, and manufacturing, which are the two main ones. There has been a huge trend pushing toward respiratory therapy and medical assistants over the last six months. Typically, anyone going into healthcare-related fields has been gaining employment before graduation, which is nice to see as well. As Nicole mentioned, most of our staff is new, especially in Marathon County, many having started within the last three weeks. If you are sending referrals over, please give us a little grace with getting them processed and going. On average, it takes about three weeks to get someone enrolled in our program, and within those three weeks, they must attend 3-4 appointments. It is a smoother process if we can get all the identity and eligibility documents quickly. Any referrals I could send after three weeks before the start of the semester is getting close to not getting them in on time.
 - Sara: I would note that, depending on the program, virtual college programming is offered here at the college, as well as programs that students can start later in the semester for those online classes, such as substance use. Most healthcare programs, unfortunately, cannot be joined late. Please remember students can enroll in some programs/classes once the semester starts.

Nicole: Footlocker has had some layoffs. The Dislocated Worker program has been able to connect with the company and they are pleased to schedule some worker meetings in mid-January. As we learn more about that, we will keep our partners up to date. Foremost Farms has had to lay off some employees at two locations, as they are discontinuing operations at their Central Wisconsin plants. We have not been able to make a solid connection with them yet

about scheduling worker meetings, but we will keep working on that.

Kari: Any services offered at the Wausau Campus can be offered at the regional campuses. For those individuals working in the east or west region and are helping students/clients get connected, please reach out to your local campus in your community because we can certainly replicate everything offered at the Wausau campus. We can modify and make it work in the regions as well.

MaiGer: I am the advisor for the Adult NTC Promise Program. The program is a tuition support program to help adult students pay for their college education. There are specific eligibility requirements that students must meet, which include:

- Be age 24 or older
- Participate in Job Center/WIOA programming
- Reside in the NTC district
- Apply for NTC Promise and admission to NTC
- Complete the Free Application for Federal Student Aid (FAFSA)
- Expected family Contribution (EFC) of \$4,000 or lower (EFC Calculator - <https://studentaid.gov/aid-estimator/>)

EFC is different from household income and is determined based on what they submit on their financial aid application. That is determined based on FAFSA, which I get from our (NTC's) Financial Aid office. Students can certainly use the estimator to get a sense of what their EFC may be. In addition, we do ask that applicants connect with WIOA. Students get referred to NTC Promise from WIOA. It is a simple application that students would fill out that asks for their name, contact, information, and then their high school graduation. That application then comes to me. I follow up with the student for additional information, which is part of our process of determining eligibility for NTC Promise. Currently, we have about five to six applicants for the adult Promise Program. We are hoping to get more applicants. If you are unsure if someone is eligible, feel free to reach out to me, or have them fill out the interest form, and I can follow up with them and work with the individual to determine what is needed and whether they are eligible for tuition support.

Nick: We have a new staff person, Mao Thao, who will work specifically with our competitive admissions programs (nursing, radiography, surgical technologist, and dental hygienist). This is a new position for NTC. Her role is a combination of a career coach and an admissions person, and she helps students in those programs along the admissions process, as it is a little more involved. She helps students fully understand what program they are signing up for and what is going to be required of them to be successful in those programs. Mao has been with us for three or four weeks, so she is still learning the ropes. Our goal is to have her meet with schools, and potential students to explain those programs, the admissions process, and what are the requirements.

B. Program Information

a. enrollment update

Sara: Our adult education enrollments are looking good. We are up about 10% compared to this time last year. At the Job Center, we are even from where we were last year.

Job Center FTEs at the end of fall 2022:

- 2021: 0.4 FTE
- 2022: 0.4 FTE
- 1-yr change: 0.0 FTE

One thing, though, that we are continuing to keep our eye on is our LifeSkills classes, that go over different topics, such as “Adapting to Change,” “Keep Calm and Save Money,” “Resume Writing & Cover Letter Basics,” and “Presenting the Best You.” These are currently offered via Zoom, but we are not seeing as many enrollments as we would like to see in the LifeSkills courses. We are exploring the possibility of putting these into an online environment, as well, for added flexibility. We will monitor that and see how things go.

b. New Programs (currently offered)

- Diesel Technician Apprenticeship (Fall 22) - Fully embeds into Diesel Equipment Mechanic TD and Diesel Technology AD. Diesel Technician apprentices diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Learners will use troubleshooting techniques to make a quick and accurate diagnosis of problems and make necessary adjustments and repairs. Topics will include diesel engines, suspension and steering, preventative maintenance, and electrical and electronic systems.
- University Transfer Associate Degree (Fall 22) (formerly Liberal Arts Associate Degree) - The University Transfer Associate Degree program prepares learners to transfer to a four-year university or college. You can start here and go anywhere by completing your first two years with NTC before you transfer to a four-year university at junior status. After completing this program, learners are prepared to transfer to most public or private colleges and universities, both inside and outside of Wisconsin.
- Band Saw Filer Certificate (Fall 22) - The Band Saw Filer Certificate program is a hands-on intensive training that prepares learners for careers in the saw filing profession. In just 4 weeks, students will learn proven procedures to effectively bench, fit, and repair saws while learning to properly align band mills to increase saw longevity and sawing accuracy. Learners will practice these fundamental skills under the direction of our expert instructor utilizing NTC’s modern saw filing facility.
*NTC offers the only accredited Band Saw Filing Certificate program in the United States.

c. New Programs (coming soon)

- Therapeutic Massage Technical Diploma (Fall 23) - The Therapeutic Massage Technical Diploma program offers an entry-level training program for learners interested in pursuing a professional career in massage therapy, or for health care providers looking to enhance their range of clinical skills and knowledge. There is a wide range of career opportunities available in this rapidly expanding field. During this training, learners gain a comprehensive understanding of the human body and a high degree of technical skill, with an emphasis on personal and professional development, increased self-awareness, and sensitivity. Graduates enjoy the benefits of being of service to others and having work that is meaningful.
- Hospitality Management Associate Degree (Fall 23) - Whether you are preparing for an

important business meeting or wedding reception, learn to create memorable experiences for customers through this degree program. Gain the necessary customer service, room operations, and dining room and food service operations skills for these exciting careers. This degree program will also teach you to sell to convention organizers and businesses, and coordinate tourism efforts for communities. You will learn about catering and special event planning, as well as hospitality law and liability. Tourism is an integral part of the economy and creates a broad range of employment opportunities.

- Smart Manufacturing Technology Associate Degree (Fall 23) - The Smart Manufacturing Technology Associate Degree will combine foundational coursework in the areas of Electromechanical and Automation Systems with advanced coursework in Industry 4.0 concepts and quality manufacturing. If you are interested in the latest technology in industrial automation and robotics, and the implementation of these technologies to optimize manufacturing processes, this may interest you. Some of the innovative topics will include Industry 4.0 Fundamentals, Vision Guided Robotics, Industrial Internet of Things, Simulation, Artificial Intelligence, and Designing Products in a Smart Factory. Completers will also receive a technical diploma in Quality Manufacturing.

C. Curriculum/Assessment

a. New HSED 5.09: Update

We rolled out a new HSED 5.09 option this past fall. The new pieces were that students could use a combination of different things to complete an HSED 5.09. They could use high school courses (credits from transcripts), GED Test scores, GED Ready (practice) test scores, Accuplacer scores, as well as the coursework we had been doing for the HSED 5.09. One of the things we have been seeing is that there are more students opting for the HSED 5.09 than the GED. The increased flexibility in earning the HSED 5.09 is amazing, and a lot of our students are taking advantage of it. Since students can use their transcripts, several have earned credit from high school that they have been able to use towards their 5.09. Another thing that we are seeing is “COVID seniors,” which are students that did not finish high school during the pandemic. We have seen them bring in their transcripts, and they have their freshman, sophomore, and junior years completed, but they were short a few credits to graduate. We can get them completed quickly with an HSED 5.09. I had a student who came in and was able to complete his HSED within 7 days using his high school transcripts, GED Ready Tests, and Civics test. He is now thinking of going into a program at NTC.

b. GED for Free

“GED for Free” is being discussed at the state level. The idea would be that the charge for the GED tests would be paid by the state. This is tied to the Free College Tuition talks going on at the state level too. Sherry Holly, our DPI (Department of Public Instruction) Administrator for the GED & alternative education at the state level, is hoping that we can separate the GED for Free from the Free College tuition discussions and be treated as two separate things rather than having them tied together. I understand that the goal would be to have someone get their GED and then continue to college, so having them linked that way is beneficial for some, although I think if they are separated then that makes a little more sense since K-12 is paid for through tax dollars. It is several years out if it is going to happen, but it is on our radar.

D. Focus Discussion Item 1: Childcare Initiatives

Elsa: I am the Worker Advancement Initiative Coordinator. We are working with NTC on the childcare initiative. We have our childcare project where we are reaching out to people interested in opening their in-home childcare facility. We are working with the Marathon County cohort for the Dream Up Strategic planning. I invited Sara Bartelt to join this group when we met, and it was fabulous. There is so much going on and so much room for collaboration that it is difficult to provide an update on where we are right now. We are still at the ideas stage. Plans are going to take more time to nail down, but I am excited to be a part of this process. If you have any students that are interested in or fall within any of the industries that I listed that might benefit from some support from WAI (Worker Advancement Initiative), please reach out to me to find out if it does/does not fall within the WAI grant. If it does, we can then make the appropriate referrals.

Sara: Elsa and I are a part of the Dream Up Committee. I am also on the Taylor County Dream Up Committee. Thirty different counties are receiving \$75,000 each in funding to participate in this grant to create something within the community relative to childcare that will benefit childcare providers in the area. Each county is assigned team leads. First Children's Finance assists with the creation of a strategic plan for the county on how they are going to spend those dollars and where they belong. There are lots of different community members on each of the committees. From being on both the Taylor County and Marathon County committees, I am finding that it is a shortage of childcare providers rather than underprepared providers. There are a lot of providers that have decided not to work in the field because of the issues with pay and being able to afford the increased cost of living with inflation.

Both teams at this point are in the state of trying to find out what the issues are, brainstorming, and then coming together to develop a strategic plan. Our last meeting brought some useful information about looking at creating some business plans with companies on how we can team with companies and childcare providers to ensure they are guaranteeing spots for people that are working in certain places. As I mentioned, we are at the beginning stages right now, but there will be a lot of work put into it by the time both teams are done.

One thing that I have found recently is that there are so many grants out there that it is difficult to keep track of them all. There is just so much that is being directed toward communities, but a lot of people are not knowledgeable about what is available, how to find it, or where to go. If you have any questions about any availability of some grants, please do not hesitate to reach out to either Elsa or me.

E. Focus Discussion Item 2: Collaboration of Wisconsin Grant

Elsa: The Collaboration of Wisconsin (COW) Grant is split amongst six different industries that we identified as being in high need of support. Those industries are construction, renewable energy, road construction, manufacturing, childcare, healthcare, and tourism. We had a goal to serve 100 participants, which we have met, as we are currently serving 107 individuals.

We are working with NTC and the Salvation Army to develop short-term training in Culinary Arts. It is intended for people who are brand new or do not have any skills within the restaurant industry or culinary arts. The training can be for high school students, as well as for people who

have been out of the workforce for a while. It teaches things such as how to safely use knives, and how to prepare food. It will be a five-week in-person course followed by an internship with a local restaurant. There will be career coaching and advising every Friday with one of the chefs at NTC. Our restaurant industry is so depleted of workers that many restaurants cannot provide on-the-job training as they had done in the past, as they no longer have the capacity to do so. We hope this will help alleviate that from our restaurants.

Agenda Item 5: Other items

Handouts/attachments:

- Advisory Committee PowerPoint, Fall 2022
- WIOA Advisory Committee Agenda – Fall 2022
- WIOA Advisory Committee Meeting Minutes – Summer 2022
- New/Upcoming Program Information
- Collaboration of Wisconsin (COW) Participant Flyer

Agenda Item 6: Future Agenda Discussions/Next Meeting Date & Time

Next meeting: Thursday, May 4th 1:00pm – 2:30pm via Zoom

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

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



Meeting Attendees

Industry Members:

- Stephanie Christiansen –EMCS
- Matt Gruan – Becher Hoppe Associates
- Chad Grundemann – MSA Professional Services
- Dave Huempfer – City of Wausau Engineering
- Mike Mohr – REI Engineering
- Jim Volkmann – Wisconsin Department of Transportation
- Andy Walters – American Engineering & Testing

NTC Team:

- Michael Kowal – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

Welcome

Iain Cameron, Dean of School of Engineering and Advanced Manufacturing and Tim Fetting, Associated Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), were called away. Heidi Latendresse, Learning Coordinator of Engineering and Advanced Manufacturing at (NTC) welcomed everyone to the meeting and thanked them for attending.

Highlights from the previous meeting/Updates

The previous meeting minutes were distributed in advance for the committee to review. There wasn't any specific follow-up to discuss from previous meetings.

Industry Discussions

- Stephanie Christensen, EMCS, says hiring is still a challenge. It is highly competitive. Applicants all have more than one offer and are coming back to negotiate. We are all facing same challenges in the last 6 months. Despite inflation, the economy isn't slowing down in the public sector.
- Matt Gruan, Becher Hoppe Associates, shared that applicants don't even need a resume, they can just show up. He also stated that he had an employee living in Stevens Point because they couldn't get housing in Wausau for 6 months. Housing is ridiculously priced.
- Jim Volkman, Wisconsin Department of Transportation, stated is hard to get applicants to come in for interviews with the state. He also said they have had a few people that wanted to come but couldn't find places to stay. They had tried for months to get housing. It has improved a little.
- Chad Grundemann, MSA Professional Services, said they recently hired an employee from London, Ontario. They had two postings open for a year and then acquired someone from Canada.
- Mike Mohr, REI Engineering, stated they have been unreasonably busy for the last three years until 6 months ago. It has slowed a little but not significantly. They are short on people.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

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



- Andy Walters, American Engineering & Testing, stated that if an applicant is local, they tend to stay here. UW-Platteville or UW-Madison students might come for an internship but once they graduate, they don't return. We are in need of designers and surveyors especially since Nicolet has shut down their program.

Enrollment and Program Update

Current enrollments are:

- 5 students in first semester classes
- 3 students graduate in May 2023

Program Information Updates

- Michael Kowal, faculty, stated we have 350 high school students in the Apprenticeship program at NTC. During the Apprenticeship, the students must meet certain competency, including soft skills. Michael wondered if there would be any additional folks in this committee willing to talk to high school kids. We sent a list of people to career coaches, and I've seen a few emails regarding speaking opportunities at some High Schools.
- Chad Grundemann, MSA Professional Services, did a presentation, "In the life of our profession," a few weeks ago. Chad thought it went well. Students didn't have a lot of questions, but seemed to be engaged.
- Michael Kowal, faculty, has a list of internship opportunities and passed them on to student advisors. He believes there will be 5 with summer internships. Discussion on interns being pressed to apply because most internships are secured by the end of the year or by January. Michael has shifted classes around so that by the end of October, lists are given to students with their resume, cover letters and references.
- Stephanie Christensen, EMCS, suggesting maybe interns could speak to other potential interns. Stephanie also brought up about program curriculum. Surveys were done.
- Michael Kowal, faculty, asked the group to look over the packets and let him know if any classes need to be changed. Michael stated that any changes that needs to be done go through a modification process. We would submit next fall but wouldn't be implemented to the following fall semester. We will discuss modifications details more at the spring meeting.

Event Ideas

- Edgar High School is asking for someone to go on Wednesday, December 14 at 9:15 a.m. There are materials and things to distribute at that time promoting NTC. Stephanie, Kevin, Andy, Dave or Chad could possibly help with presenting.
- Matt Gruan, Becher Hoppe Associates, asked to be put on the list of possible presenters for high school visits.
- Stephanie Christensen, EMCS, also mentioned about the conference which should be encouraged. Michael thinks the local chapter has money that can be used as a scholarship for the conference.
- Heidi Latendresse, Learning Coordinator, mentioned that the committee members could get involved with the "Build Your Own Future". This event had about 700 students that were using surveying equipment and an excavator. Heidi will talk to Bobbi and Greg from the School of Agriculture to make sure the event information for the next event gets distributed to this committee.
- Heidi Latendresse, Learning Coordinator, suggested getting a presence in the high schools at an earlier age is preferable. If we get there before they select their high school classes, we might get more of the students.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

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



- Heidi mentioned that there is a program running at NTC called “Engineering Tomorrow” that comes and does a lot of exercises to try and trigger those high school kids into STEM related field. It has seen a lot of success.
- Stephanie Christensen, EMCS, also asked about recruitment events. Heidi responded If you want to come in and have a lunch and learn with students, just bring in food and you will get more participation. There is also a Woman In Industry Camp that target 6th-12th grade girls, STEM Camp which happens one time a year, Mind Trekkers that MTU handles, General Career Day and tour with the facility twice a year.

NTC College-Wide Updates

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

Next Meeting Details

The spring advisory meeting will be scheduled in late March. The committee will be sent meeting details at a later date.

Contact Details –

Iain Cameron

Dean, School of Engineering and Advanced Manufacturing
cameron@ntc.edu

Michael Kowal

Faculty, Civil Engineering Technology
kowal@ntc.edu

Stephanie Christensen

Advisory Committee Chair (Vice President-EMCS, Inc.)
schristensen@emcsinc.com

Susan Clark

Administrative Assistant, School of Engineering and Advanced Manufacturing
clarks@ntc.edu

Tim Fetting

Associate Dean, School of Engineering and Advanced Manufacturing
fetting@ntc.edu

Heidi Latendresse

Learning Coordinator, School of Engineering and Advanced Manufacturing
latendresse@ntc.edu

Brenda Tincher

Administrative Assistant, School of Engineering and Advanced Manufacturing
Tincher@ntc.edu

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

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



Surgical Technologist Advisory Committee Meeting Minutes

Date: 12/06/2022

Time: 4:30pm – 6:00pm

Location: Zoom

Industry/Student Board Members

- Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau
- Kathleen Anderson, Current Surgical Tech Student
- Jami Birk, Surgical Tech, Aspirus (St. Mary's Hospital)
- Jill Bloch, Materials Manager, Wausau Surgery Center
- Jennifer Check, Senior Consultant Workforce Optimization, Vizient
- Dana DeMeio, Surgical Tech, Marshfield Clinic Weston
- Todd Dirkman, Vice President of Administration, Aspirus
- Athena Haltinner, Supervisor, Marshfield Clinic Ambulatory Surgery Center
- Jenna Holm, OR Manager, Aspirus Wausau Hospital
- Kirsten Kilcoyne, Certified Surgical Tech (NTC Graduate), Eye Clinic Laser and Surgery Institute of Wisconsin
- Steve King, Regional Director Perioperative Services, Aspirus Wisconsin North
- Angela Koca, Surgical Services Manager, Aspirus Langlade Hospital
- Amber Kruzka, Supervisor-Surgical Patient Care Services, Marshfield Clinic
- Meghan Kyska, Director, Aspirus
- Samantha Marshall, NTC Graduate
- Suzi Okey, Nurse Manager, Bone and Joint Outpatient Surgery Center
- Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital
- Stacy Pettit, Certified Surgical Tech, Pine Ridge Surgery Center
- Angie Schroeder, Surgical Tech (NTC Graduate), Bone and Joint Clinic
- Samantha Stolp, Certified Surgical Tech/NTC Graduate, Aspirus Medford
- Wendy Wilde, Community Member, CEO Weden Consulting Firm
- Desiree Younger, Manager, Marshfield Clinic Ambulatory Surgery Center

Attendees

Industry Members:

- Kathleen Anderson, Current Surgical Tech Student
- Dana DeMeio, Surgical Tech, Marshfield Clinic Weston
- Todd Dirkman, Vice President of Administration, Aspirus
- Jenna Holm, OR Manager, Aspirus Wausau Hospital
- Suzi Okey, Nurse Manager, Bone and Joint Outpatient Surgery Center
- Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital
- Stacy Pettit, Certified Surgical Tech, Pine Ridge Surgery Center
- Wendy Wilde, Community Member, CEO Weden Consulting Firm

NTC Team:

- Laura Ahonen, Associate Dean of Allied Health/Interim Program Director Surgical Tech
- Becky Leopold, Administrative Assistant
- Tyler Mann, Surgical Tech Faculty

Welcome & Introductions

Tyler Mann, Surgical Tech Faculty, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which facility they represented.

Update and Highlights from Last Meeting

Tyler Mann, Surgical Tech Faculty, shared the following updates and highlights from the spring 2022 Surgical Tech Advisory Board Meeting.

ARC/STSA Accreditation Citation Update:

- Standard III.C. The curriculum must ensure the achievement of program goals and learning domains. Instruction must be an appropriate sequence of classroom, laboratory, and clinical activities. Instruction must be based on clearly written course syllabi describing learning goals, course objectives, and competencies required for graduation. The program must demonstrate by comparison that the curriculum offered meets or exceeds the content demands of the latest edition of the Core Curriculum for Surgical Technology.

Status: Standard met

- Standard IV.B.1. The program must at least annually assess its effectiveness in achieving its stated goals and learning domains. The results of this evaluation must be reflected in the review and timely revision of the program. Outcomes assessments include, but are not limited to: performance on national credentialing examination program(s) accredited by the National Commission of Certifying Agencies, programmatic retention/attrition, graduate satisfaction, employer satisfaction, job (positive) placement, and programmatic summative measures. The program must meet the outcomes assessment thresholds.

Status: Standard Met

Program Director Status:

- ARC/STSA requirements:
 - Possesses an Associate Degree or higher (Tyler has a bachelor's degree).
 - MET
 - Possesses proficiency in instructional methodology, curriculum design, and program planning.
 - MET
 - Holds current CST, CSFA, or CST/CSFA (NBSTSA Certification).
 - MET
 - Has a minimum total of 5 years of experience in the ST scrub role or as a ST instructor, or both within the last 10 years.
 - NOT MET (Tyler Mann will meet this in August 2023)

College-Wide Initiatives

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



Welcome from the President:

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

Meet the NTC Board Of Trustees:

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

New Wausau Virtual Tour is LIVE!

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

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

COVID Update:

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

School of Health Science Updates:

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

Student Support:

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

Facilities Update:

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

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

Workforce Training and Professional Development Initiatives

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

Industry Trends

Tyler Mann, Surgical Tech (ST) Faculty, asked those in attendance today if they could give an update on happenings in their respective facilities to include the items listed below.

Agency/ Contractors:

- Increasing program size to accommodate the needs of our clinical partners. The goal is to keep ST’s in the area and not have them go work for agencies or leave the area.

Staffing Shortage:

- Program advertisement is critical from both NTC and our clinical partners.
- Equipment Updates.



- Quality Surgical Technologists are necessary.

Robotics and Minimally Invasive Surgery Training:

- Increasing student experiences to include robotics.

Dana DeMeio, Surgical Tech, Marshfield Clinic Weston, states it's hard, as a student, to put yourself out there with regards to robotics as many facilities are not willing to let students use their robotic machines.

Jenna Holm, OR Manager, Aspirus Wausau Hospital, let the group know that within the last year, at least, her facility has made robotics a standard rotation with students doing their clinicals. Jenna inquired with Tyler if he had been in touch with a Da Vinci representative to ask if they (Da Vinci) would ever consider assigning the training modules to learn the actual equipment while students are in school so that they would already have been exposed to the machinery prior to coming into facilities. Tyler has reached out to Da Vinci, but has not received a response to date.

Todd Dirkman, Vice President of Administration, Aspirus, has reached out to Da Vinci and requested an old robot for NTC after the spring 2022 advisory board meeting. Todd asked if NTC has the funds to help offset the cost of shipping the unit and upgrading the unit. Tyler is willing to discuss any and all possible collaborations with any of our industry partners to get students robotics exposure prior to them leaving the program. Todd and Jenna (Holm) will follow up with Da Vinci.

Stacy Pettit, Certified Surgical Tech, Pine Ridge Surgery Center, questioned with the ST program going to an Associated Degree, will there be more clinical hours required of the students. Tyler replied that there will be more hours, and different forms of hours, with the new associate degree program.

There was discussion between industry members regarding robotic versus non-robotic procedures and how/when to get students involved. The blending of robotic and non-robotic cases is important for student learning as a robotic surgery could end up being a non-robotic procedure and the students will need to have the skills, foundation, and flexibility to pivot between the two if/and as needed.

If anyone has any old robotics they are not using, please reach out to Tyler at mann@ntc.edu.

Program Updates

Tyler Mann, Surgical Tech Faculty, shared the following program updates at this meeting:
Enrollment/Retention Numbers:

- Eight students are currently enrolled in the program.
 - Ten students are allowed per one instructor per the ARC/STSA.
 - Eight students are anticipated to graduate.
- To meet the current needs of clinical partners, more instructors will need to be hired.

Program Information:

- Surgical Technologist 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.
 - Those in attendance at this meeting agreed to keep the program goal the same.

Employer Survey Goals:

- Please return these as they are received. If you have not received your survey, please reach out to Tyler and NTC will get you a survey.
- Returned survey's help the program to gain insights and maintain ARC/STSA accreditation standards.
- These surveys are different than the Preceptor Student Evaluations given out each week.

Graduation Threshold Goals:

- Threshold is 60% or greater and this has been met.
- All current students are expected to graduate from the first semester.

Graduate Placement Threshold:

- Threshold is 80% or greater for students to be employed in their field within six months after graduation.

CST Exam:

- Thresholds:
 - 100% participation in the exam (it is a graduate requirement to take the exam).
 - Pass rate of 70% or greater to meet the expectations.

Class representation:

- Kathleen Anderson, Current Surgical Tech Student, shared her experiences in the classroom and in her clinicals. Kathleen spoke that her experience with clinicals has been wonderful and the staff she's worked with have been very welcoming. The biggest issue Kathleen has come across is in using Platinum Planner. Kathleen shared that her and her classmates really appreciate Tyler (Mann) taking the time during the first bit of class on Fridays to check in to see how clinicals are going for everyone and he also gives everyone a chance to share what is going on at their sites.
- As a side note, Tyler explained that Platinum Planner is used to log in cases students need to scrub in for. If anyone has any issues using this program, please reach out to Tyler.

Program Modifications/Changes Discussion

Tyler Mann, Surgical Tech Faculty, gave an update to the advisory board on what modifications and changes are happening in the Surgical Tech program. The table below shows how the program will run with going from a Technical Diploma to an Associate Degree Program. There will be no gap in clinical students as the transition takes place.

Wisconsin Technical College System 10-512 Surgical Technology Curriculum Review:

- Curriculum has been adjusted to support a technical diploma, as well as an easy transition into an Associate Degree.
- The current curriculum will be delivered for the final time in fall 2023, along with the new Associate Degree curriculum to ensure no gap years in graduates.

Fall 23	Spring 24	Fall 24	Spring 25	Fall 25	Spring 26
Technical Diploma (10 new students)	Technical Diploma: Students graduate	N/A	N/A		
Associate Degree (10 new students)	AD students continue	AD students continue	AD students graduate		
Associate Degree (#students)		New AD students start	AD students continue	AD students continue	AD students graduate

- Stacy Pettit, Certified Surgical Tech, Pine Ridge Surgery Center, asked what the plan is over the summer months for students so that they (the students) don't lose any of the skills they've learned. Tyler spoke that there will be some assignments available for students to work on through the textbook and some online modules. Also, Tyler has been speaking with other programs in Wisconsin, who have already implemented the associate degree program, and some of the options they provide (additional modules, possible internship options etc). More information will be forthcoming as the time nears.
- Todd Dirkman, Vice President of Administration, Aspirus, inquired if there would be any other skills a student could acquire during the summer, such as (Certified) Nursing Assistant, to enable to students to work in the clinical environment as they are taking the didactic classes their first year in the Associate Degree program. Tyler indicated that, at this time, there is no schedule to have the students work at a clinical site during their first year. However, the students will be working on skills while at NTC.



Technical Diploma to Associate Degree Transition:

- The Associate Degree Program is currently under development.

Clinicals Overview:

Technical Diploma	Associate Degree Courses in green are new to NTC
Pre-req's 10-501-101 Medical Terminology (3cr) 10-806-177 Gen A&P (4cr) or 10-806-110 Body Structure and Function (3cr) College 101	Pre-req's 10-501-101 Medical Terminology (3cr) 10-806-177 Gen A&P (4cr)
Fall (year 1) 31-512-327 ST: Introduction (4cr) 31-512-327 ST: Fundamentals 1 (4cr) 31-512-329 ST: Fundamentals 2 (2cr) 31-512-330 ST: Clinical 1 (3cr) 31-806-311 Applied Microbiology (2cr)	Fall (year 1) 10-512-125 Introduction to Surgical Technology (4cr) 10-512-126 Surgical Technology Fundamentals 1 (4cr) 10-512-127 Exploring Surgical Issues (2cr) 10-801-196 Oral/Interpersonal Communication (3cr) College 101 (1cr)
Spring (year 1) 10-801-196 Oral/Interpersonal Communication (3cr) 31-512-331 ST: Surgical Procedures (4cr) 31-512-332 ST: Clinical 2 (4cr) 31-512-334 ST: Clinical 3 (4cr)	Spring (year 1) 10-512-128 Surgical Technology Fundamentals 2 (4cr) 10-512-129 Surgical Pharmacology (2cr) 10-512-130 Surgical Skills Application (2cr) 10-801-195 Written Communication (3cr) 10-806-179 Microbiology (4cr)
	Fall (year 2) 10-512-131 Surgical Interventions 1 (4cr) 10-512-132 Surgical Technology Clinical 1 (3cr) 10-512-133 Surgical Technology Clinical 2 (3cr) 10-809-198 Intro to Psychology (3cr)
	Spring (year 2) 10-512-135 Surgical Technology Clinical 3 (3cr) 10-512-136 Surgical Technology Clinical 4 (3cr) 10-512-142 Surgical Interventions 2 (4cr) 10-809-172 Introduction to Diversity Studies (3cr)

Facilities/Equipment

Tyler Mann, Surgical Tech Faculty, spoke on current facility and equipment updates.

Capital Additions Review:

- Eight Virtual Reality (PeriopSim) Headsets.
- One Medline Suction Machine.
- One Lead Hand for Orthopedic Hand Surgery.
- One Suction canister stand.

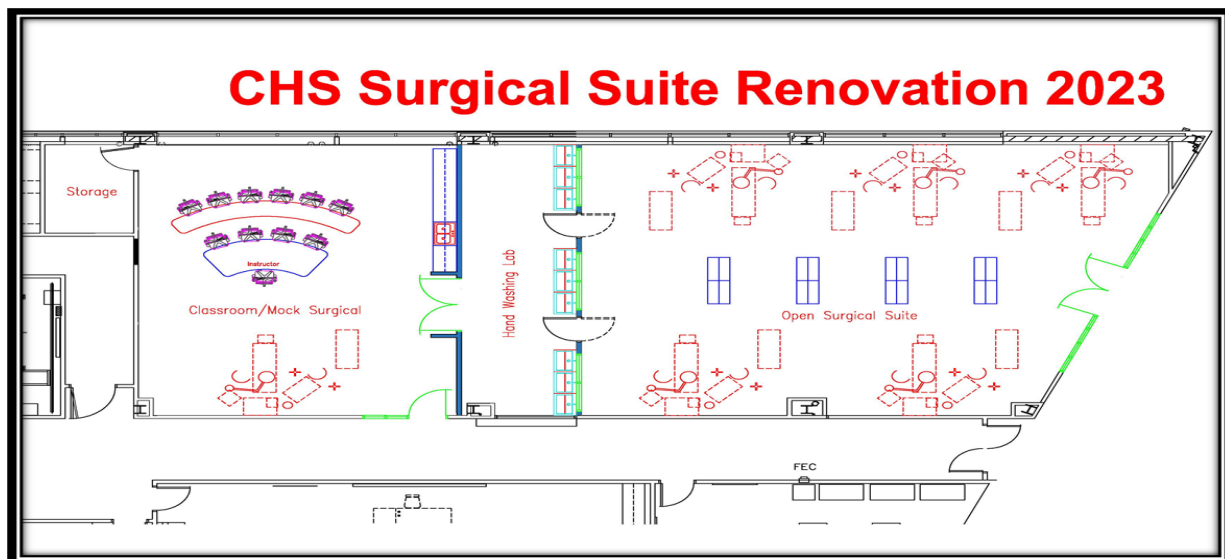
Donations:

- Donations provide valuable insights and resources for the program and are greatly appreciated.
 - Donations must be:
 - Free of blood or body fluids.

- Instruments must be cleaned.
- Opened sharps will no longer be accepted.
- Bins may be provided to reduce burden of cardboard boxes.
- Donations of catheters, gowns, surgical packs, endoscopic and robotics equipment is highly sought after and appreciated.

Lab Renovation:

- The rooms that are being renovated are in the Center for Health Sciences Building (CHS), third floor, rooms 3021, 3047, and 3048. Below is the layout of the new Surgical Suite after renovation.



Laparoscopic Towers:

- The program has purchased 2 new Stryker 1288 HD Laparoscopic Towers.

Orthopedic Models:

- The program received a grant and has purchased new Sawbones Orthopedic Models in order to practice numerous procedures on. Some of the models the program will be receiving will cover such procedures as an ACL replacement, there will be an arthroscopic knee model, Tyler will be able to demonstrate things like a hip replacement as the models the program is receiving will have synthetic bones in them allowing students to saw the bones apart and put implants into the bones. Also being received will be a cranial model which will allow for sinus procedures and cranial incisions. Also

being received will be foot models to show hammer toe and other foot issues; hand and wrist models to show carpal tunnel and release of tendon procedures. All the models being received will have replaceable bones and tissue.

Syndaver:

- These are models that have synthetic (made of cellulose and water) skin that mimics real human skin and these models will start to heal themselves after being sutured. Currently, there are no surgical tech programs that have the model NTC is going to purchase for the program. The model will come with a rib case that is extended to allow laparoscopic surgery demonstrations without ever having to hook up CO2 to extend the abdomen. The model will also have all of the organs one would expect to see in a human allowing multiple different demonstrations to be shown/procedures done on them. The parts on this model will also be replaceable, but will need to be handled with sterile prep and gloves as to not introduce bacteria as the material (skin) would break down over time.

Other Items

Tyler Mann, Surgical Tech Faculty, asked if anyone had any other items they wished to discuss at this meeting. There were a few questions on if there will be Credit for Prior Learning (CPL) for those who have attained their Technical Diploma and would like to received their Associate Degree. Tyler and Laura (Ahonen, Associate Dean of Allied Health/ Interim Program Director Surgical Tech) will look into this and will get back to the advisory board. There was also a discussion on if shadowing was available at clinical sites so that potential students could see what a Surgical Tech does before entering into the program. Tyler and Laura will also look at this suggestion and get back to the advisory board.

Next Meeting Schedule & Agenda Items Discussion

A spring 2023 Surgical Tech Advisory Board date and time was not scheduled at this meeting. As the spring semester nears, more information will be emailed to the advisory board. If you have any topics for upcoming meetings, or would like to speak to Tyler with any questions/comments/concerns, please reach out at mann@ntc.edu.

Advisory Committee Meeting Minutes

Electromechanical Automation Committee

7th December 2022 | 3:00pm to 5:00pm | F113 Stem Center/Zoom



Meeting Attendees

Industry Members:

- Scott Bouchard – Creative Automation, Inc.
- Wade Graf – Nestle Pizza Division
- Brady Hoes – Loos Machine & Automation, LLC
- Bill Huebsch – Greenheck Fan Corporation
- Jim King – Greenheck Fan Corporation
- Greg Mattmiller – Lactalis
- Brandon Rindfleisch – A&B Process Systems Corporation
- Mike Ritter – Great Lakes Cheese
- Scott Towle – Schneider Electric
- Kourtny Vanderploeg – Volm Companies
- Fred Wenzell – Harley-Davidson
- Joseph Albers – Harley-Davidson
- Mike Martin – Complete Control Solutions

NTC Team:

- Tim Fetting – Associated Dean
- Dustin Van Weerd - Faculty
- Michael Rhyner – Faculty
- Benjamin Knospe - Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

Welcome

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

Highlights from the previous meeting

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

- Working on Approval of a Smart Manufacturing Program

Industry Discussions

- Joseph Albers, Harley-Davidson, stated they have 6 positions open out of a group of 15. They had no applicants for their Electromechanical open position. They have lost employees to competitors and aging workforce. They have added apprentices (3) and had engaged corporate's help. He said some parts are on back order for 52 weeks.
- Kortny Vanderploeg, Volm Industries, shared finding technicians who are willing to work and travel is a challenge. They are only one technician short out of 30 positions. They are busy installing a lot of automation but customers aren't bringing the right kind of operators to learn. They have expanded to 5

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Electromechanical Automation Committee



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more positions with the help of recruiters but very expensive. We are in a working situation, where the work force fear the technology and it makes our startups very complicated. Being able to find the right person for the right equipment is a challenge.

- Greg Mattmiller, Lactalis, said he has 15 technicians and is expecting to add 2-4 more. It's a struggle finding applicants.
- Bill Huebsch, Greenheck Fan Corporation, stated getting ahead of the aging workforce is a problem. Greenheck is in the stage of adding one to two facilities new each year with emphasis on high end automation because of the labor shortage. They have 5 robotic cells with multiple robots in progress. They are expecting three to six more robots in the next twelve months. There is a good chance to do expanded automation controls from four to thirteen and to add four to five more in the next 18 months. There is an expectation is to use collaborative robots but feels automation is growing a much faster rate than ever before and have growing pains. The push is to go with collaborative robots. They placed a \$4 million order for open switches because they are back ordered for two to three years.
- Jim King, Greenheck Fan Corporation, stated he has eight robotic systems coming. They have a manpower and labor shortage. Maintenance has one automation control position opening with also adding another position. They are trying to pull in part-time students. Greenheck is experiencing double digit growth while the applicant pool is dry. The double-digit growth is expected to continue thru year 2026, with that in mind they are putting \$140 million into capital equipment with \$68 million being here in Schofield. These will be positions for the technician level. They are changing around shifts and offering four ten-hour days to make people happy. They were told by Werner to start stocking whatever they can. Sixteen months ago they placed \$100,000 order to stock cards and processors and three months ago did the same thing with servo drivers and motors. They did this to keep production running past the next nine months.
- Mike Ritter, Green Lake Cheese, has had a wave of applicants come through. They had employees commit to school. They have created a full-time position at step lower than the lowest and latest technician. This gives them entry level in the maintenance department. One recruit came from a competitor and then he brought two more people with him. Out of 27 technicians, he is only down two. He has found sending people off to training has helped him to keep his employees.
- Brandon Rindfleisch, A&B Process Systems Corporation, stated they have aging machinery with all machines approaching twenty years old. All his systems are T-based which is obsolete so he can't get parts. When they try to order modern parts, the item is backordered, sometimes up to three years. They can buy software, so they are implementing Asset Center by the end of the year. They are going to fully automate their access and control disaster recovery by buying used parts off of Amazon. Supply Chain is a major setback. They are trying to bring in new equipment. They are working with contractors to supplement maintenance employees and keep things moving. The apprentices working well. RFID will be the next project and will be added to the top of the list. Paperwork is being automated which has improved productivity.
- Scott Towle, Schneider Electronics, stated that he is having trouble getting chips. They buy in bulk, thirty to forty times more than they need and sell them. Their allocation systems determine size and when to order. The Conquest Program is delivering PLC-related items in 90 days. They have been able to take business from Rockwell by switching to Monica which results in them getting promise of a 60 or 90-day delivery. They are having the same issues with the supply chain as other members. Smart factory is where we see everything going to a whole digital transformation. Automation is the way to go for the future.

Advisory Committee Meeting Minutes

Electromechanical Automation Committee



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- Scott Bourchard, Creative Automation, stated his company is swamped. Electromechanical students are being used to fill departments. They have brought in people for menial tasks and if they have showed some ability in this area, they are being moved up and trained. They have three openings including 1 machinist standard, 1 machinist manual and a welder. They have been unable to get good applicants. Supply Chain is a problem. Orders for Alan Bradley have been on order for a year and they don't know when they will get those orders. They did order ahead so they are covered for now.
- Wade Graf, Nestle Pizza Company, stated they have a few electrical automation jobs but not any qualified candidates. They are short employees on third shift.
- Brady Hoes, Loos Machine and Automation, stated that automation is a proactive requirement. They have sixteen to seventeen positions open. They are moving some NTC grads into project management. They have the same similarities with supply chain problems as other businesses mentioned. They have a two-year training program in house at the high school level to aid with retention.
- Mike Martin, Complete Control Systems, stated they are trying to find new talent and encourage growth. He will be four positions short in the next twelve months. Has same issues with supply chain too.
- Fred Wenzell, Harley-Davidson, said automation the future at Harley-Davidson which has added jobs. They are looking at automating material handling. Harley is starting to do more in-house because some suppliers have ceased business.

Enrollment and Program Update

Current enrollments are:

- 22 students in first semester classes
 - 10 students in second semester classes
 - 8 students in third semester classes
 - 4 students graduated in December
-
- Tim gave an overview of the Smart Manufacturing Program that has been approved. This program will have a different spin than our typical electromechanical and automation programs. The classes will include some classes from the Applied Engineering program. It will have some team building, some quality precision, and measuring courses. From the automation standpoint, it is going to get into artificial intelligence and the kind of connectivity and networking such as utilizing the lights out manufacturing.
 - Staff will be meeting with marketing and start pushing hard for a start in Fall of 2023. Hopefully, we will see some graduates out of that program to give your companies a boost. They are planning on having recruitment events, enrollment discussions, ideas for upscaling employees. Tim encouraged committee members to share with people in their organization.
 - We will work on recruitment with area high schools.
 - Its not just manufacturing, electrical or mechanical. Everyone has bumped up their salaries almost to where the trades were and now skill trades have reached and even higher salary level. Hopefully, we get a little bit of leveling going forward. Tim mentioned that it might not be realistic to take somebody out of your employment group and send them to school full-time. The committee was reminded that we offer these electromechanical classes with a flex lab options where you can complete most of the classes in an open lab setting or online.

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Electromechanical Automation Committee



7th December 2022 | 3:00pm to 5:00pm | F113 Stem Center/Zoom

- If any company would like to do a Lunch and Learn to promote openings that their company, they should contact Dustin VanDeWeerd to get that scheduled. You can schedule for a time when all the students are available. This is a great opportunity to get your business in front of students. We advise calling it a Lunch and Learn because you will get five times more students in attendance due to the offering of a free lunch.
- We are a college that does customize training. This has been probably the hottest area of people reaching out and wanting customized training. Whether it's with robotics or basic electrical classes, just know if you reach out, we can put those customize things together to meet your needs. We have been doing for cheese factories, Harley Davidson, and electrical places. Please make sure you let us know. There are things we can do with from enrollment standpoint. Right now, enrollment is up a little bit first semester. Students that are in 3rd semester started last fall. The groups that start in the spring are a little bit smaller. Our first semester, is really strong with 22 students. The key will be retaining them. A lot of them get jobs or a certain amount find out how difficult it is. Having twenty-two of them this fall has been our best year in a couple of years. Second semester there will be 10 and third semester there is eight. Four have graduated this past Saturday.
- Everyone mentioned that they are stockpiling components. Members mentioned seeing a big different in the way companies are doing business because they are sitting on a huge inventory and aren't placing orders. Different businesses are experiencing different things.

Automation Program Updates

- Our Automation program is designed to have the first couple semesters of classes include elect classes. They are in the program but we aren't running all the automation classes just for them yet. First semester, we have three, second semester we have one and third semester we have two. The most popular trend we are seeing with the automation program is that they go through and finish the electrical program and then have one semester to complete the automation classes and are able to get both degrees. This should make them a viable candidate for a lot of positions. Currently, we have seven of those students. What would be the logical advancement, if they want to go into mechanical automation and then into the smart manufacturing. Thinking it would take a year because 18 credits in a different program.

Quick Updates

- If you want to come in and ever meet with the work force, training, or professional development it has moved from the building across the parking lot. NTC made the decision to bring alternative high school to be hosting that building. If you want to talk to someone on workforce training about customized training, I would recommend coming in the Main entrance across the courtyard in the "A" wing. They have their own area.
- Dustin-May have a few kids looking for internships next semester. I will send an email out a week or two before the semester asking for any internship opportunities. Minimum requirement is eighty hours commitment.

NTC College-Wide Updates

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

Next Meeting Details

Advisory Committee Meeting Minutes

Electromechanical Automation Committee

7th December 2022 | 3:00pm to 5:00pm | F113 Stem Center/Zoom



Spring meeting will be Wednesday, May 10, 2023 at 2 p.m.- 3 p.m.

Contact Details –

Iain Cameron

Dean, School of Engineering and Advanced Manufacturing

cameron@ntc.edu

Benjamin Knospe

Faculty, Electromechanical & Automation Technology

Knospe@ntc.edu

Dustin Van Weerd

Faculty, Electromechanical & Automation Technology

VanWeerd@ntc.edu

Susan Clark

Administrative Assistant, School of Engineering and Advanced Manufacturing

clarks@ntc.edu

Tim Fetting

Associate Dean, School of Engineering and Advanced Manufacturing

fetting@ntc.edu

Heidi Latendresse

Learning Coordinator, School of Engineering and Advanced Manufacturing

latendresse@ntc.edu

Michael Ryner

Faculty, Electromechanical & Automation Technology

Ryner@ntc.edu

Brenda Tinch

Administrative Assistant, School of Engineering and Advanced Manufacturing

Tinch@ntc.edu

Video Production

Advisory Committee Meeting Minutes

Date: 12/07/2022

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Jack Micholi – DC Everest Jr. High Video Productions Instructor
- Garrett Katerzynske – Create Portage County
- Bridget Fargen – News Director as WSAW Channel 7

NTC Team:

- Lisa Peterson – Associate Dean, School of Business (for Brandy who was ill)
- Jordan Innes – Faculty, Video Production
- Dan McRoberts – Faculty, Communications
- Jila Nikpay – Faculty, Video Production
- Dan Seanor – Faculty, Graphic Communication Technologies
- Andy Somers – Faculty, Graphic Communication Technologies
- – Administrative Assistant-School of Business

Welcome & Introductions

Lisa welcomed everyone and thanked them for attending.

Update and highlights from last Meeting (04.14.21)

Members reviewed the minutes from the previous meeting, no approval is necessary.

Instructional Area/Program

- **Industry Trends**
 - **Bridget Fargen** – Hiring is a struggle for them. They are typically hired people right out of college (technical or 4 year) where this is their first job. In the past people understood they would have to start in smaller markets and would have to work their way up to larger markets. In the last 2-3 years, they are seeing the new college grads being able to skip the small markets and are able to start in larger markets for more pay. They have increased their entry level pay to \$18.00/hr., which she admits still needs some room for

- improvement. They are seeing people coming in with less experience applying for jobs. Maybe they a similar degree, but less broadcast, on camera experience for people on the air. She reported being “thrilled that NTC, the Dudley foundation, studio 7, and the Center for Excellence that's going to be at NTC. I think that's only going to be an asset to our community.”
- Lisa asked Jila and Jordan if they had any follow-up questions for Bridgett. Jordan just mentioned that he had a very similar conversation with Curtis Miles from WAOW earlier in the year and he expressed many of the same things that Bridget did. They discussed how it's hard to get students matched up with jobs that are available and with what they are interested in given the pay available.
 - **Garrett** – He's been with Create Portage County for about 6 months. He is working on creative branding and technical production as they build out their new creative performance space in the Grove in Stevens Point. He's hoping to connect local creators, freelancers, schools, students, creative organizations, etc. through a collective bargaining approach to support both clients and creators. The place is designed for professionals and those just getting started to share and incubate their ideas much like other places do for business start ups.
 - **Jack** – has been teaching at Everest for the last 4 years. He has his own freelance videography business and the school asked him to teach a video production class when he moved into the district. The class had 3 students during the pandemic, to 65 now. He is pleased with the curriculum he built and is thankful Jordan was able to help him with it. They are starting to build a program at the high school to teach more in depth skills and hoping it might lead to some dual enrollment opportunities with NTC.
 - **Lisa** asked what he attributed the significant jump in the class size to. Jack said he wasn't entirely sure, but it might have been related to the former teacher being a music teacher and potentially not having a lot of interest or skill in teaching video production. When he started teaching, he created a short video about what the class would be doing that the students could view before they registered for classes. He is trying to expose the students to many of the possible jobs available in the video production field. He is trying to get as many people as he can to get together with the students in hopes of inspiring them at the 8th/9th grade level.
 - **Lisa** congratulated Jack on growing his class from 3 to 65 and the impact he is having on middle school students through exposure to the video production industry.
 - **Program Information**
 - **Jordan** gave an update on the WTCS Core Industry Grant that the department was awarded which allowed them to buy some new camera equipment for the first-year students. The grant also allowed them to hire Jila to develop some new curriculum and teach some classes. Jila brings a totally different perspective to the program and Jordan thinks it has

been a great collaboration so far. The grant will continue through the spring and then they will complete their final report out. They have used almost all of the grant money. Jordan also explained that they have taken a class called Motion Graphics and Visual Effects and split that into 2 classes. One class will focus on motion graphics, graphic design and animation while the other class will focus more on compositing and color work. He mentioned that these changes were a result of student and industry feedback. At the last meeting industry partners said there was a greater need in these areas and students wanted more time to work on projects in both fields. The department also received a large donation from the Dudley Foundation which gave them the opportunity to expand the facilities. That project was started in the summer and is almost complete. Studio 7 includes a new computer lab with updated Mac computer equipment, editing software, sound booth, a new and larger studio space and in January they will be getting a virtual production wall, which is a 16-foot by 9-foot LED screen that they can use as a replacement to green screen technology. Jordan also mentioned they have a much larger space for equipment storage. They are hoping that Studio 7 becomes a centerpiece for community video that would bring people in to see it and to know that it's a resource in the area that they could use to be trained on. In terms of student projects, we recorded faculty and students together and some testimonials with alumni, which they hope will give new students a better understanding of what the Video Production program is. He said some people think it's a video game program where they are going to be making video games, or virtual reality or even animation. They are hoping that the videos they made will make it clear what the program is and that it is based on community needs. The students also created a commercial about equipment being an asset or a resource, but not without having a person behind it to bring in the stories, ideas and creativity. The commercial aims to position NTC as a resource so people can have access to the kind of equipment and facilities that NTC offers, but also as a place to build their own creative future and prepare themselves for their career.

- **Jila** developed 2 classes for the program. One is a video foundation intensive class and the other is a creative process class. The reason she developed these 2 classes is because they realized the students needed more of a foundation in film and video before they start doing projects. She said because the department has a lot of new equipment, it's easy for students to get focused on that so the video foundations class allows them to explore different theories with film as well as to shoot a lot of different kinds of film, get feedback and understand film language in more detail. So for example when the students go to classes later in the program like Editing, the instructors won't have to explain what a certain type of theory is because the students have already learned those terms and have had an opportunity to try it. What they would do in the Editing class is to take their skill further since they already know what they have to do. The Creative Process class allows them to develop and present examples of what they talk about in the class rather than complete

whole projects. The idea is to allow them the time to research and think more broadly about their projects as opposed to skipping essential steps to create a successful project because of deadlines. Jila is working on another class that focuses on story telling.

- **Jordan** extended an invitation for people to come tour the new space after the project is completed in January.
- **Lisa** asked if it would be appropriate for us to have the spring advisory committee meeting there so everyone could see it. Jordan thought that would be a great idea, so the committee will plan on that.
- **Enrollment Report**
 - Currently have 70 active students enrolled in the video production program. There are 31 in fall classes right now with 20 enrolled for the spring currently.

College-Wide Initiatives

- Lisa presented an update on the College-wide initiatives.
- NTC President Dr. Jeannie Worden sent message thanking members of the NTC Sign Language Interpreting in Education Advisory Committee for willingness to share expertise to help keep the program content and technology current and viable in an ever-changing economy.
- Presentation of 9 members of the Board of Trustees.
 - Erin shared link to a new virtual tour that is available on the NTC website. [NTC Wausau Virtual Tour](#)
- New programs starting in 2022-2023
 - Diesel Technician Apprenticeship
 - Liberal Arts Associate of Arts
 - Liberal Arts Associate of Science
 - Garden to Market Specialist
- Proposed New Programs for 2023-2024
 - Therapeutic Massage Technical Diploma (Fall 23)
 - Hospitality Management Associate Degree (Fall 23)
 - Smart Manufacturing Associate Degree (Fall 23)
- COVID Protocol Update
 - The Executive Leadership Team continues to monitor COVID levels and spread in our area and plans to be open as normal for the fall semester.
 - No restrictions for students or employees such as wearing masks social distancing.
 - Temperature taking station and hand sanitizer are available at the entrance to the building.

- School of Business offers options for students to take classes on-line for many programs that don't require an in-person component such as cosmetology, welding, sign language, etc.
- Facilities Updates
 - A Wing
 - Combining the School of General Studies and School of Business Learning Division areas.
 - WTPD relocated to the former General Studies area.
 - Alternative High School moved into the Center for Business and Industry.
 - workforce, training and professional development moved to A building downstairs
 - Smart Manufacturing Lab is ready.
 - Communication Technology Center of Excellence was built in H wing.
 - video production students, graphic communication students and marketing students will all use this space.
 - CNA swapped spaces with the Paramedic space between the fall and spring semester.
 - Vet Tech Building, located at the farm, was completed.
 - Currently renovating the Faculty Center for Innovation and Inclusion on the second floor of Wausau Library.
- Professional Development Opportunities – WTPD
 - Trauma Informed Care: It's All About Connection
 - Financial Planning Series
 - Frying Away with Wings and Some Air (Air Frying)
 - Healthy Cooking and Meal Prep
 - Ballroom and Swing Dance
- Student Support: NTC continues to provide access to resources to students, including:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - **NTC advisors** can help connect students with other emergency financial, computer and/or community resources.
 - **Timberwolf Table**, NTC's food pantry for students.
 - **Timberwolf Learning Commons**, including the library, tutors and coaches available.
 - **Student Scholarships** are awarded twice a year, once per semester.
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun.

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



Other

Lisa discussed that the advisory committees are looking to reintroduce the structure that WTCS wants the college to use for meetings which is to have industry representatives from the committee to volunteer for chairperson and vice-chairperson positions. The chairperson would facilitate the meeting, work with the Dean of the program to set the agenda, recruit new members, etc. When the chairperson has served their 3-year term, then the vice-chairperson would move into the chair position. Lisa asked the group to think about it and the committee will discuss again in the spring meeting.

Next meeting schedule & agenda items discussion

The next meeting will be held Wednesday, April 14, 2023 at noon at Studio 7.



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

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

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SUBMITTED

Stepping Stones, Inc. recently received a gift from the employees of Nicolet Bank, via the Nicolet National Foundation, Inc. Employees donated the funds personally and chose Stepping Stones, Inc. as the recipient of their generous donation.

Dance classes offered through Northcentral Technical College

Area residents are invited to sign up for dance classes through [Northcentral Technical College](#).

Swing Dance classes run on Tuesdays from 7 to 8 p.m. from January 24 to March 7 at the Wausau campus.

East Coast Swing is easily one of the most versatile dances for wedding receptions, parties, and live music festivals. It consists of a triple step to each side, then a rock-step. It's perfect for a beginner and it can be danced to the beat of big band music, blues, and rock & roll. At the end of seven weeks, you will be swinging to the music and smiling with confidence.

For registration and pricing information visit www.ntc.edu/academics-training/courses/physical-education/swing-dance.

Ballroom Dance - Rumba classes run on Tuesdays from 8 to 9 p.m. from January 24 to March 7 at the Wausau campus.

Are you ready to Rumba? Rumba is a beautiful and romantic dance, earning it's nickname as "The Dance of Love." Not only can Rumba be danced to slow Latin music, but also a wide variety of oldies and contemporary music. Rumba is highly versatile and super fun to learn and dance. At the end of seven weeks, you will be rumba-ing confidently.

For registration and pricing information visit www.ntc.edu/academics-training/courses/physical-education/ballroom-dance.

Merrill, Foto News

Park City Cares Foundation supports students through Community Scholarship and Grant Program

The Park City Cares Foundation recently approved grants for local technical colleges and awarded scholarships to high school students in the community. The Foundation is connected to Park City Credit Union, and it aims to enhance the community by providing opportunities for financial literacy and educational growth. One way in which the Foundation achieves this mission is by offering scholarship and grant opportunities to students and community-based projects.

To date, the Foundation has awarded \$2,500 in scholarships to high school students in the area. In November, the Foundation also granted \$3,400 to the STEM Center at Northcentral Technical College for funding a desktop CNC machine. The STEM Center at Northcentral Technical College is a hands-on learning space that features advanced technology, collaborative learning spaces, 3D printing, a science lab, and Nanotechnology. This new CNC machine gives younger students the ability to manufacture projects without having to travel to larger labs.

"We look forward to hearing how the desktop CNC machine brings awareness and strengthens the STEM programs in our community," said Park City Cares Foundation President Jack Mikunda.

The Park City Cards Foundation has continued its efforts to support STEM programs in the community by approving a request for \$2,429 for the Rhinelander Fab Lab. Michael R. Wojtusik, Technology, Engineering and Manufacturing Fab Lab Director said the grant will be used to purchase a Makerbot Replicator and 3D printer and filament. The Park City Cares Foundation also donated \$1,200 to Lincoln County 4H to strengthen its program and offer students more opportunities to learn.

To be considered for a grant or scholarship from the Foundation, interested individuals can go to parkcitycu.org/park-city-cares-foundation to submit an application. Individuals can also join the



Park City Cares Foundation with the Lincoln County 4H. L to R: Jack Mikunda, Sue Kunkel, Melissa Yates, Mandy Clark, Sarah Sturm, Trish Collins, Jim Richardson, and Shawn Achterberg. Submitted photos.



Park City Cares Foundation with the Rhinelander Fab Lab. L to R: Sue Kunkel, Sarah Sturm, Shawn Achterberg, Michael R. Wojtusik, and Jim Richardson.



Park City Cares Foundation with Northcentral Tech College. L to R from the Foundation: Jack Mikunda, Jim Richardson, Mandy Clark, Sarah Sturm, Trish Collins, Shawn Achterberg, Iain Cameron, Vicki Jeppesen, and Sheila Rossmiller.

Foundation on their webpage by applying and making a minimum donation of \$5.00. The Foundation

community partners" are what makes their mission possible.

To learn more about the Park City Cares Foundation, go to www.parkcitycu.org/park-city-cares-foundation

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Pet of the Week

Hazel here! Just wondering what a good girl has to do to find a forever home I keep hearing about? I've seen so many of my friends find them, and they look so happy. I can't wait for mine! I'm a 3.5 year old lab/pit mix. I came to LCHS from another shelter where I had been since August of this year. I have lots of playful energy. I realize that not everyone is ready for that energy, but there just has to be someone out there who is looking for a hiking buddy? A running pal? Someone to play fetch with? But don't worry, because after I have a chance to run outside, I'm totally ready to cuddle up on the couch. I promise to be the best girl that I can when I find my new home. I will love you with all of my heart!

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Visit the Lincoln County Humane Society, 310 N. Memorial Dr., in Merrill. Hours: MON. - SAT. 12-4 PM & SUN. 12-2 PM. Call the shelter at 715-536-3459, or visit us on the web at www.furrypets.com.

Al-Anon offers hope and recovery to all people affected by the alcoholism of a Friend or Loved One.

Weekly meetings: Mondays at 7PM
Location:
Ascension Episcopal Church
218 Pier St Merrill

Edgar, The Record Review



Marathon Academic Decathlon Team takes second place

The Marathon Academic Decathlon Team took second place at the regional competition and qualified for the state competition in Green Bay. The students wrote an essay in December, competed in seven objective tests on the American Revolution at [NTC](#) and traveled to UW Stevens Point-Wausau to compete in speech and interview contests. Ian Skala placed third overall in the varsity category. Pictured here are the students at UW Stevens Point-Wausau (left to right): Emma Debroux, Maddison Rusch, Madison Heise, Grace Kahon, Mallory Ninabuck, Ian Skala, Jacob Smith and Logan Schmidt.

SUBMITTED PHOTO

Abbotsford, Tribune-Phonograph

Rivera named Lions Student of the Quarter

Abbotsford High School senior Adriana Rivera has been named the Abbotsford Lions Club Student of the Quarter for the second quarter of the 2022-23 school year.

Rivera carries a rigorous class schedule that includes Written Communications (NTC), Community Interpreting (NTC), Calculus (NTC), Publishing, Foundations of Art & Design, Family Foods I, Student Counselor Aide, and band. Her co-curricular activities include National Honor Society, Student Senate, class officer, Safe School Ambassadors, Forensics, Spanish Club, BLAST, and Jazz band. She is also a member of the volleyball and basketball teams.

English teacher, Ally Meserole, highly recommended her for the Student-of-the-Quarter award. "Adriana is one of those students who teachers wish we had one hundred of," Meserole stated. "She is a busy person and shows better time management and efficiency than most adults. While many people think volunteering is extra work, Adriana thrives on helping others. I have seen this in her philanthropic work through translating for other students, assisting teachers with various tasks, and athletics. As a student athlete, Adriana has received All-Conference awards as well as being chosen as a captain and member of the leadership council,

holding teammates and friends to exceptionally high standards leading by example and a positive attitude. Adriana is the first to help lost kindergarten students or seniors who need someone to peer edit an essay. She has done more for the Abbotsford community than the average person and she is only 17 years old."

Rivera's volunteerism attests to her belief in community service. She has been actively involved by babysitting and by helping in community blood drives, the school concession stand, her local church, and as an announcer at school events.

When asked to identify an outstanding feature of the community, Adriana applauded the Abbotsford community and school for their diversity, stating, "Even with multiple cultures, we are as one to achieve our goals in our community. At school, when you look at our sports groups, you can see the diversity and the way we come together as one."

When asked to define a major world problem, Rivera responded, "It would definitely be granting people their citizenship. Many people leave their home country to come to this country looking for a better life. Yet some people still see them as outsiders or as only foreigners. Many of these people seeking a better life could do a lot of great



Adriana Rivera

things, but they just don't have the equal opportunities. I see citizenship as a way to allow them more opportunities."

After graduation, Adriana plans to enter the cosmetology program at Northcentral Technical College in Wausau.

She is the daughter of Beatriz Rivera Munoz of Abbotsford.

Wittenberg Enterprise and Birnamwood News

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- Advanced Physical Therapy and Sports Medicine
- Alpine Shores Professionals
- American Family Insurance
- American Legion Post 117
- American Marine and Motorsports Super Center
- AmeriVu Inn and Suites
- Anthony Kotula's Auto Recycling LLC
- Antler's Supper Club
- Ardex All American Mineral Co. Inc.
- Associated Bank
- Aster Assisted Living of Clintonville
- Tom & Lois Aumann
- Automotive Supply Co. Inc.
- Badger State Event Productions
- Bamboo Shores Inc.
- Bank First
- Bay Title & Abstract Inc.
- BayCare Clinic LLP (Shawano providers)
- Bayland Buildings Inc.
- Beans & Books Coffeehouse LLC
- Be Better ERC Consulting
- BE's Refreshments
- Lenore Behnke
- Bellin Health - Bonduel
- Bertram Wireless
- Best Western Wittenberg
- Big Brothers Big Sisters
- Birch Hill Health Services
- BMO Harris Bank
- Boarders Inn & Suites
- Bob and Dave's Lawn and Landscape Maintenance Inc.
- The Bolt and Skein Quilt Shop
- Bonduel Community Archives
- Bonduel State Bank
- Bottle House Antiques
- Bowler Area Historical Society
- Bowman Performance Consulting LLC
- Boys & Girls Club of Shawano
- Bridge the Gap Inc. (for Autism)
- Brothers' Market
- Buchert Storage
- BugBoss The X-Terminator
- Bug Tussel
- Cambridge Design & Print
- Capital Credit Union
- Cecil 2 LLC
- Cecil Fireside Inn
- Celerity Staffing Solutions
- Cellcom
- Charlie's County Market
- Charter Aarrowcast Inc.
- Christensen Printing and Publishing LLC
- Church on the Hill United Methodist Church
- City Shoe Repair and More
- City of Shawano
- Classic's Restaurant and Lounge LLC
- Cobbler's Closet
- Cobblestone Hotel & Suites
- Cobblestone Inn & Suites
- Coldwell BankerReal Estate Group
- College of Menominee Nation
- Community Alternatives
- The Community Blood Center
- Community Education Dept.
- Complete Canine Care Centre
- Complete Office of Wisconsin
- Contractors Choice Lumber LLC
- Cornerstone Chiropractic
- The Cottages on Golden Pond and Memory Care
- CoVantage Credit Union
- Covenant Life Orthodox Presbyterian Church
- C.R. Property Maintenance
- Crab 'n Jack's
- Crafty Boutique
- Creative Cleaning Solutions LLC
- Creative Sign Company
- Culligan of Shawano
- Culver's of Shawano
- Dairy Queen of Shawano
- David Swenor Photography
- Dearco Distributing
- Divine Savior Evangelical Lutheran Church
- Dixon's Torch Lite
- Dotcom Branding
- Donovan's Homeplate Café
- Dreier Pharmacy and Gift Shoppe Inc.
- Drift In Cottages
- Dynamic Designs Unlimited
- EXIT Elite Realty
- Edward Jones Investments
- El Taco Loco Inc
- El Tequila Mexican Restaurant
- Larry and Kathy Evans
- Everflow Farm & Orchard
- Evergreen Health Services
- Ewert Pest and Wildlife Control
- The F.R.E.S.H. Project
- Fabiano Brothers-Wisconsin LLC
- Fannita's Bakery
- Farm inn' On Main
- Fawn Lake Campground and RV Park
- Felts Construction Co. Inc.
- First Call Locksmith 1 LLC
- First Presbyterian Church
- Forward Service Corporation
- Frontline Fence LLC
- Full House Realty
- The Gathering
- Gehm's Club 117
- Generations
- GENEX
- Glas Coffeehouse
- Go2Girl, LLC
- Golden Sands Golf Community
- Goodwill Industries
- Great Wolf Tubing Co. LLC
- Green Bay Austin Straubel Brown County Airport
- Gresham Advancement Association
- Gretzinger's Landscaping and Evergreens LLC
- HM Staff of Life
- Hanke's Sentry Foods
- Happy Trails CBD
- Harter's Fox Valley Disposal
- Anita Hartman
- The Harvest Restaurant & Bakery
- Hawkeye Hearth & Home

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- J & H Game Farm
- J & R Machine Inc.
- jDogg's
- James Grezenski Forest Products
- Jill's Pet Grooming
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- Jungles on Main LLC
- Junior Achievement of Wisconsin Inc. Wolf River Area
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- Cassidy's Studio Lounge and Dining
- Keller Inc.
- Kellogg's Kampsites
- KerberRose S.C.
- KerberRose Wealth Management Group
- Kersten Accounting and Tax Pros
- Kinney Lake Campground
- Knope Heating and Air Conditioning
- Knotty Pine Vacation Home
- The Konop Companies
- Krueger Sign and Electric Inc.
- Kuhn's Bait & Tackle Palace
- Kwik Trip
- L. J. Sperberg Construction Inc.
- LCFS Thrift Store
- Lakeland Care Inc.
- Lakeland Storage Center
- Lakeview Revival WI Inc.
- Lamar Advertising of Green Bay
- Lamers Bus Lines Inc.
- Lark Country Store
- Lebakken's Rent To Own
- Jim and Irene Leuenberger
- Life Church Shawano
- The Lighthouse
- Little Rapids-Shawano Paper Mill
- Little Star Convenience Store
- Loon Lake Getaway
- Luigi's Pizza
- The Lumbyard Bar & Grill
- Lunds SnoBirds
- Lutheran Social Services Homme Youth and Family Programs
- Maple Hills Golf Course and Restaurant
- Maplebreeze LLC
- Marion Area Historical Society
- Marion Body Works
- Martin Jewellers
- Martin's Hillstop LLC
- Meadow View Estates LLC
- Menominee Casino Resort
- Menominee Indian Tribe Historic Preservation
- Menominee Indian Tribe of Wisconsin
- Menominee Tribal Enterprises
- Mielke Cottage
- Mike's Country Meats
- Miller's Furniture and Barns
- Milo's Poultry Farms
- Moede and Sons Inc.
- Moe's on Main Inc
- Mohican LP Gas Company
- Montour-Engel LLC
- The Mooseyard Association
- 1919 Antiques
- NAPA - Hometown Auto
- NEW Media LLC
- Navarino Nature Center
- New View Industries
- Newcap Inc.
- North Star Mohican Casino Resort
- North States Wood Gates Inc.
- **Northcentral Technical College**
- Northeast Asphalt Inc
- Northeast Wisconsin Technical College
- Northwestern Mutual
- Nsight Telservices
- Nueske's Applewood Smoked Meats
- TVision
- Odisha House of Rest
- Off the Wall Art Studio & Gallery
- Old Glory Candy LLC
- Ollie's Flowers
- Marty Olsen
- Orion Landscapes for Living
- Orthopedic and Sports Institute of the Fox Valley
- Peace United Church of Christ
- Performance Foodservice
- Perkins Restaurant
- Perret Homes Inc.
- Perry Seamless Gutters
- Pine Grove Campground LLC
- Pine Hills Golf Course
- Pinewood Cottages
- Pingel Processing LLC
- Pump's Tire Service
- Porter's Patch
- Premier Community Bank
- Premier Investment Services
- Prevea Health
- Prey & Asenbrenner Insurance Agency
- Primal Eats/Apple Creek Whitetails
- Prime Powersports
- Print Plus Web by Zurko Promotions
- Pure Essence Salon and Day Spa
- Qualheim's True Value
- R & L Resort
- R. Franklin's Clothing
- Raddant Electric Service Inc.
- Radtke-Reuter Electric LLC
- Red River Riders Therapeutic Horseback Riding Inc.
- Red Rooster Café & Catering LLC
- Republican Party of Shawano County
- Revived Salon LLC
- Riesterer and Schnell
- River Haven on the Wolf
- Riverside Business Solutions
- Rogue Graphx
- Rotary Club of Shawano
- The Rustic Shed
- S.C. Swiderski
- S.O.S. K-9
- Shawano Area Matthew 25
- Sacred Heart Parish
- Safe Haven Domestic Abuse Support Center
- Salon 2140 Inc.
- Sand-BAR & Grille
- Sandy Shore Cottages LLC
- Schairer's Autumn Acres LLC
- Bob Schmidt
- Sally Schmidt
- Schneider & Sons Landscaping Inc.
- School District of Bonduel
- Scrub A Dub Auto & Pet Wash
- Senzig's Fine Home Furnishings
- ServiceMaster - RRH
- Shawano Ambulance
- Shawano Area Agricultural Society Inc.
- Shawano Area Community Foundation
- Shawano Area Food Pantry and Resource Center
- Shawano Area Waterways Management
- Shawano Area Writers
- Shawano Auto Sales
- Shawano Cinema
- Shawano Country Chamber of Commerce
- Shawano Country Tourism Council
- Shawano County
- Shawano County Arts Council
- Shawano County Economic Progress Inc.
- Shawano County Historical Society
- Shawano County Library
- Shawano County Literacy Council
- Shawano County Park
- Shawano County Friends of the Mountain Bay Trail
- Shawano County Snowmobile Association
- Shawano Dollars for Scholars
- Shawano Downtown BID
- Shawano Estates
- Shawano Family Dentistry
- Shawano Four Seasons Resort
- Shawano Health Services
- Shawano Hockey League
- Matt Schroeder
- Shawano Lake Beach House
- Shawano Lake Golf Course
- Shawano Lake Lions Club
- Shawano Lawn and Stone
- Shawano Masonic Lodge #170
- Shawano Municipal Utilities
- Shawano Optimist Club
- Shawano Orthodontics
- Shawano Pathways
- Shawano Pawn Shop
- Shawano School District
- Shawano Ski Sharks
- Shawano Title Services Inc.
- Shawano Woman's Club
- Shawano's Café and JP's Sports Bar
- Sherita Shores LLC
- Sherwin-Williams
- Shoe Sensation Inc.
- Shops on Grand LLC
- Shotgun Eddy Inc.
- Singin' Entertainment LLC
- Smet Construction Services
- Spa Party on Main
- St. Jakobi Lutheran Church
- Pastor Travis Kleinschmidt
- St. James Lutheran Church and School
- St. Michael's Church
- St. Paul Lutheran Church & School
- State Farm Insurance
- Steph's DIY Design Studio
- The Stock Market
- Stockbridge-Munsee Band of Mohicans
- Stockbridge-Munsee Health and Wellness Center
- Stone Creations of Wisconsin Inc.
- Strive Behavioral Solutions LLC
- Stubborn Brothers Brewery
- Swedberg Funeral Home
- Sweetgrass Behavioral Health
- Sweet Timber Maple Co.
- Nancy Syndergaard
- Tangle Horn
- Gary Tauchen
- The Avenue
- The Blend
- ThedaCare Medical Center-Shawano
- ThedaCare Physicians
- ThedaCare Shawano-Friends of Hospice
- ThedaCare At Work-Shawano
- Thiel & Associates
- Robert R. Thomas
- Thornberry Cottage Baby and Gift
- Three lil' Birds Consignment
- Thrivent Financial - Wolf River Associates
- Til the Cows Come Home Gallery of Gifts
- Tilleda Falls Campground LLC
- TimberPro Inc.
- Torborg's - Shawano Lumber
- Total Fitness
- Tower Clock Eye Center
- Trailside Nutrition
- Tumbleweed LLC
- 22 Shell Station
- Twigs Beverage
- U.S. Cellular
- Unifirst Corporation
- UNITY Hospice & Palliative Care
- USAIR Motorsports Raceway
- The United Lutheran Parish-TULP
- United Way of Shawano County Inc.
- Value Added Distributors
- Geri Van De Loo, Geri
- Verkuilen Chiropractic and Wellness Center
- Veterans of the Menominee Nation
- Village Mercantile
- Village of Tigerton
- Vye
- WTCH-AM / WOWN-FM / WJMQ-FM / WOTE-AM
- Wagner Leadership Training
- Wal Mart Super Center
- Wallich Agency Inc.
- Walls of Wittenberg
- Walsh Dental Group
- WAMSCO
- Wandering Waves Resort
- War Bonnet Native Gifts
- We Are People
- Wenger's Waters Edge Resort
- Wholistic Yoga Center LLC
- Willowbreeze Lakefront Cottages
- Wisconsin Document Imaging
- Wisconsin Film & Bag Inc.
- Wittenberg Area Chamber of Commerce
- Wolf River Builders Association
- Wolf River Dental
- Wolf River Habitat for Humanity
- Wolf River Harmony Chorus
- Wolf River Home Inspection
- Wolf River Lutheran High School
- Wolf River School To Work
- Woodstock Hardwood Flooring and Design Center
- Yoder's Bakery
- Z's Tree Services, LLC
- Zeitler Plumbing
- Zion Lutheran Church ELCA
- Zurko's Midwest Promotions

Mortchee's Carryout & Catering serves up Hmong, Asian dishes



Michy Vang, Sa Sor Lee and their son Leo Vang stand outside their new business, Mortchee's Carryout & Catering. Not pictured is Mortchee Vang, the fourth member of the family. The carryout and catering shop is located in the former West Side Tasty Treat building on Wausau's West Side. KEITH UHLIG/USA TODAY NETWORK-WISCONSIN

New eatery is located in former West Side Tasty Treat spot

Keith Uhlig

Wausau Daily Herald

USA TODAY NETWORK - WISCONSIN

WAUSAU – An eatery specializing in traditional Hmong dishes, chicken skewers, egg rolls and other quick Asian meals is taking root in a once-iconic ice cream stand on Wausau's west side.

Mortchee's Carryout & Catering opened for business in December at 118 S. Third Ave., in the small building that once was the site of the longstanding West Side Tasty Treat ice cream store. Mortchee's is a family affair, owned and operated by Sa Sor Lee, her husband, Michy Vang, and their two sons, Mortchee Vang, a student at [Northcentral Technical College](#), and Leo Vang, a senior at D.C. Everest Senior High School.

Sa Sor, who is also a corrections officer for Marathon County, said the idea was for Mortchee and Leo to take on more responsibility as the business grows more established. In the meantime, they all are working at the eatery, with Sa Sor as manager, and Michy, who has a degree in architectural design, as the lead cook.



Michy Vang is the lead cook. PROVIDED BY MORTCHEE'S CARRYOUT & CATERING

See **MORTCHEE'S**, Page 2A

Mortchee's

Continued from Page 1A

Mortchee's offerings include dishes that have been served at Hmong tables for generations, including beef and chicken larb, papaya salad and pork belly. There is pad kaprao, a dish commonly served by street vendors in Thailand. There are popular favorites with more generalized Asian flavors, stir fries, General Tso's chicken, orange flavor chicken and beef.

"We focus on everybody, not targeting one specific ethnic group," Sa Sor said.

Although the food is familiar to any Asian cuisine fan, the dishes come with their own distinction. The recipes that Mortchee's uses are from the Lee and Vang families, and have been tweaked throughout the years in the kitchen. These recipes "have been with our families forever," Sa Sor said. "And we do a lot of stuff based off our own recipes."

Mortchee's often can customize orders, Sa Sor said, especially if the food is ordered in advance to give the family time to adjust recipes. Those custom orders are more common on the catering side of the business, which has more of a Hmong clientele, Sa Sor said. Families will call the business and ask for a certain dish, and most often, the response will be "yeah, we can do that," Sa Sor said.

In addition to the goal of making food that is tasty, the family is committed to offering large servings and quick turnaround. Sa Sor said all dishes can be cooked in less than five minutes.

"I wanted them all to be done in three minutes, but Michy said, 'No, that's too fast. Let's make it five,'" Sa Sor said, laughing. "But most are done under three."

And a typical serving fills up a takeout tray, giving people full bellies, often for more than one meal. All of the menu items cost less than \$10. It all comes from years of experience, Sa Sor said. She has been cooking for crowds for as long as she can remember.

"I grew up in a family that had a lot of people around, and we had a lot of guests," Sa Sor said. "So we always had to prepare food, a lot of food, every day. ... When Dad said, 'I've got people coming over in two hours,' and when family and friends come over, food better be ready."

Although the family envisions growth for Mortchee's, the old West Side Tasty Treat building works well for the kind of eatery they are running. The family purchased the building from Ed and Marjorie Giallombardo, who ran their takeout/catering business, Taste of Manila, from the building starting in 2020 until the end of 2022. The Giallombardos upgraded the kitchen in the building to allow more meal making and pulling back from serving ice cream.

Before the Giallombardos purchased the little building, it was the home of West Side Tasty Treat, which offered up popular soft-serve ice cream concoctions for years. Even before the Giallombardos purchased the business, Sa Sor thought it would serve her family's food business.

After the Giallombardos decided that running the eatery was taking too much time away from family, Sa Sor and Michy were ready to make the leap. (A Taste of Manila continues to cater food and offer Filipino food on a pop-up basis.)

Sa Sor understands the place the West Side Tasty Treats building still holds in people's memories. When she was a teenager, "I was going to Wausau West High School," she said. "We lived south of here, and we would walk by here every day. This was the place we stopped for ice cream on the way home. Yeah, can you believe that? I never thought my family would own this place."

For more information about Mortchee's, call 715-712-8072 or search Facebook for "Mortchee's Carryout & Catering." Business hours are 10 a.m. to 7 p.m. Tuesday through Sunday.

Features reporter Keith Uhlig is based in Wausau. Contact him at 715-845-0651 or kuhlig@gannett.com. Follow him at @UhligK on Twitter and Instagram or on Facebook.



Park City Cares Foundation approves grants, scholarships

© JANUARY 10, 2023 / 0

NORTHCENTRAL WISCONSIN – The Park City Cares Foundation, part of Park City Credit Union, recently approved grants for local technical colleges and awarded scholarships to high school students in the community.

A release from the Foundation said the goal of the financial contributions is to “enhance the community by providing opportunities for financial literacy and educational growth.”

“One way in which the Foundation achieves this mission is by offering scholarship and grant opportunities to students and community-based projects,” the Foundation stated.

According to the release, the Foundation has awarded \$2,500.00 in scholarships to area high school students to date.

In Nov. 2022, the Foundation granted \$3,400.00 to the STEM Center at Northcentral Technical College in Wausau to fund a desktop CNC machine.

The STEM Center at Northcentral Technical College is a hands-on learning space that features advanced technology, collaborative learning spaces, 3D printing, a science lab and nanotechnology.

“This new CNC machine gives younger students the ability to manufacture projects without having to travel to larger labs,” the Foundation stated.

“We look forward to hearing how the desktop CNC machine brings awareness and strengthens the STEM programs in our community,” said Foundation President Jack Mikunda.



The Park City

Cares Foundation with **Northcentral Tech College**. Pictured, from left: Jack Mikunda, Jim Richardson, Mandy Clark, Sarah Sturm, Trish Collins, Shawn Achterberg, Iain Cameron, Vicki Jeppesen and Sheila Rossmiller. Photos courtesy of the Park City Cares Foundation.

The Foundation also approved a request for \$2,429.00 for the Rhinelander Fab Lab.

Michael R. Wojtusik, Technology, Engineering and Manufacturing Fab Lab Director, said the grant will be used to purchase a Makerbot Replicator and 3D printer and filament.

The Foundation with the Rhinelander Fab Lab. Pictured, from left: Sue Kunkel, Sarah Sturm, Shawn Achterberg, Michael R. Wojtusik and Jim Richardson.

A \$1,200.00 donation from the Foundation to Lincoln County 4-H aims to “strengthen its program and offer students more opportunities to learn,” the Foundation said.

The Foundation with Lincoln County 4H. Pictured, from left: Jack Mikunda, Sue Kunkel, Melissa Yates, Mandy Clark, Sarah Sturm, Trish Collins, Jim Richardson and Shawn Achterberg.

To learn more about the Park City Cares Foundation or to be considered for a grant or scholarship, visit www.parkcitycu.org/park-city-cares-foundation.

Individuals can also join the Foundation on its webpage by applying and making a minimum donation of \$5.00.

The Foundation noted that the “financial contributions and volunteer hours donated by our Foundation members and community partners” are what makes their mission possible.

About Park City Cares Foundation

The Park City Cares Foundation said its goal is to “support our communities through financial contributions and volunteer hours donated by our Foundation members and community partners,” adding that its mission is to “enhance our communities by providing opportunities for financial literacy and educational growth.”

NTC Veterinarian Technology Program developing future vets during industry staff shortage



The industry is on pace to have a shortage of 15,000 vets by 2030

By [Nolan Bulmahn](#)

Published: Jan. 9, 2023 at 7:50 PM CST

WAUSAU, Wis. (WSAW) - From hamsters to horses, students at [Northcentral Technical College's](#) Veterinarian Technology Program are working to become future caretakers of the animal world.

Before they enter the program, students must first have the education to fit the bill.

"We encourage students to have a good, solid background in biology and chemistry in high school before they come to us," said Sarah Steger, program director of the Veterinarian Technology Program at [NTC](#).

The veterinarian industry is currently dealing with staff shortage issues. "Pet owners will know that if you call your veterinarian to get in for, what we would call a wellness appointment, that you're likely gonna have significantly longer waiting time to get in than you would have two or three years ago," said Steger.

[According to Mars Veterinary Health](#), one of the world's largest vet networks, the industry is on pace to have a shortage of 15,000 vets by 2030.

"For the people that I know that are still working in a clinic, they are just constantly booked and double booked and triple booked," says Steger. "And it can be really exhausting for them." Although the program is challenging, the ultimate payoff of helping out one's beloved pet is rewarding.

“It’s really important to me that I’m bringing new technicians into the field,” said Steger. “And seeing those students come in and being able to help them kind of grow their passion is and grow their interests is really exciting for all of the faculty.”

The program currently has spots available for their upcoming spring term which starts Jan. 23rd. To learn more about the program or join, [click here](#).

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Wisconsin PAS

3d · 🌐

...

Meet the 2023 State Officer Team – Vice President Chloe

My name is Chloe Ertl, and I am serving as the State Vice President. I grew up and attended school in Medford, Wisconsin where I received a hands-on education in agriculture and discovered my passion. I attend Northcentral Technical College's Agribusiness Associate Program and have amazing, inspiring, instructors that motivate me to do greatness. With my education, I aspire to have my own farm where I raise beef, chicken, and produce to feed my community. I currently reside in the agricultural-rich, Chippewa/Clark County line area, and work for [Swiderski Equipment Inc.](#) as a marketing assistant. I will be graduating from NTC in May with my associate degree, and then continuing my education with an online bachelor's program at Georgia Southwestern State University majoring in marketing.

Facts About Me:

- I am a very creative and artsy person. I get to apply my creativity at work when I work on my graphic design projects.
- My hobbies include quilting and baking.
- In the summer and fall, I spend a lot of my time riding along with chopping and combining crew. My significant other works for a large crop farm.
- As community is very important to me. I am a Girl Scout leader for a troop of Daisy's in Stanley-Boyd.

This year I am excited to have an in-person state conference and can't wait to see everyone!





Hsu Growing Supply

4d · 🌐

...

Mark your calendars and sign up for this fun Microgreens 101 class we are hosting with Northcentral Technical College.

You can sign up for the class here, <https://www.ntc.edu/.../culinary-arts/microgreens-101/63791>



WHAT ARE MICROGREENS?

Microgreens are the young shoots of veggies and herbs that can be consumed in less than a month after seeding.

These tiny but nutrient packed greens are very popular in use as garnishes to enhance the flavor, texture, and color to our food.



8

4 shares



Trevor Ostrowski is with Tasha Stencil.

17h · 🌐

...

Chief Stencil was going through some old file cabinets and came across some papers and pictures my dad had saved. Couple of pretty cool photos! A couple pictures are of some new squad cars he got at the time. One is his graduating class at northcentral technical college in 1977, and another where he was escorting the senior parade in 1997.

Cops rescue man from blazing home

Officers sustain injuries in process of saving life

By Peter J. Wasson

Wausau Daily Herald

TOWN OF RICEBROOK — Two police officers were injured Monday night rescuing a disabled man trapped in a burning mobile home near Athens.

Athens Police Chief Pat Ostrowski and Marshfield County Sheriff's Deputy Carl Yarns are credited with saving the life of 26-year-old Jeremy Dierbach after they pulled him from his home at 6023 S. Willow Road.

"They saved that guy's life. There's no question about it," Marshfield County Sheriff's Department Chief Deputy Ron Pappas said. "He couldn't have gotten out of there."

Officers were called to the Dierbach home at about 7:45 p.m. when family members working in a home near the mobile home saw smoke and called the fire department. When rescue personnel arrived, flames were coming through the roof at the front door.

The fire department and marshfield county sheriff's department arrived and Carl stepped on some of the

"It's kind of rewarding. No, it's very rewarding. Carl did a heck of a job, too. If I hadn't had him there helping me, she'd have been all over but the crying."

— Pat Ostrowski, Athens police chief

pressing. Ostrowski said. "When I heard the guy I went to the window with my hand and pulled. I saw smoke coming out. I kind of lunged into the window and have seen the light through the smoke and he came towards me. I grabbed him and he was able to make his way down the stairs. Ostrowski said, where he and Yarns pulled him to safety. Yarns then rushed him to waiting medical personnel. Dierbach was treated and released to St. Joseph's Hospital in Marshfield for smoke inhalation and minor cuts.



139

20 comments 3 shares



Skills USA Holmen

22h · 🌐

UW-Platteville SkillsUSA Regional 🟢... Congratulations to our following medal winners: Alia Jeffords (1st Job Interview), Jake Anderson (1st Power Equip), Ben Strupp (3rd Power Equip), Preston Wirth (3rd Tech Drafting). Next up we head to Northcentral Technical College in Wausau for another regional this Friday, Feb 3rd.



You and 8 others



CWIMA

4d · 🌐

...

It was almost a year ago that [#cwimamfg](#) awarded its first full scholarship to [DC Everest Area School District](#) student Cody Klobucnik. Let's take a look and see where he is today!
[#cwimascholarship](#) [#opportunity](#) [#manufacturing](#) [#career](#) [#education](#)

Lemke Industrial Machine
Northcentral Technical College



👍❤️ 10

22 shares

👍 Like

💬 Comment

🔗 Share



Hugh Jones

6d · 🌐

...

Scholarships are available at NTC. If you or someone you know might be interested have a look at the NTC site.



NTC.EDU

NTC Foundation Scholarships | Northcentral Technical College

NTC Foundation scholarships are made possible by hundreds of generous donors each year. S...



SPASH Career and Technical Education

6d · 🌐

...

SPASH students competed in a SkillsUSA event held at Mid-State Technical College on Friday. SPASH had four students take first place: Trina Raflik in Welding Sculpture, Dominc Vanier in Electrical in Construction, Caleb Kureck in CNC 3 Axis Milling Programming, and Jackson Riddle in Automotive Technician. Skylar Solinsky competed in Welding. Congratulations to all participants. They will be competing next week at a SkillsUSA regional event at Northcentral Technical College. Thank you to CTE instructor and SkillsUSA advisor, Corey Oppen! #cteworks #SkillsUSA #spashpride #mstc



👍 18

1 comment 3 shares



Autumn Westfall

January 22 at 6:31 PM · 🌐

...

Hello again everyone! ❤️

As it's our first day back at school tomorrow after being on winter break, I figured I'd update y'all on our salon floor hours and services we can offer at this point!

Mondays: 8-4

Tuesdays: 8-4

Wednesdays: 1-5

Services include: women's and men's haircuts, facial waxes, scalp treatments, shampoo styles, formal styles, lash and brow tinting, all over colors, root touch ups.

Nails, facials, hair lightening services, etc. are soon to come!

If you're interested in booking with me, give the salon a call or email them requesting me. [Studio Max-Northcentral Technical College](#)

Thank you guys for all the continuous love and support! ❤️🙏

👍 33

7 comments 2 shares



Greater Wausau Chamber of Commerce

January 9 at 2:13 PM · 🌐

...

Don't miss this month's Transportation Career Expo!



NTC.EDU



Transportation Career Expo: Drive Your Future Forward - K-12 Events | Northcentral Technical College



4

2 shares



Sheila Thornton

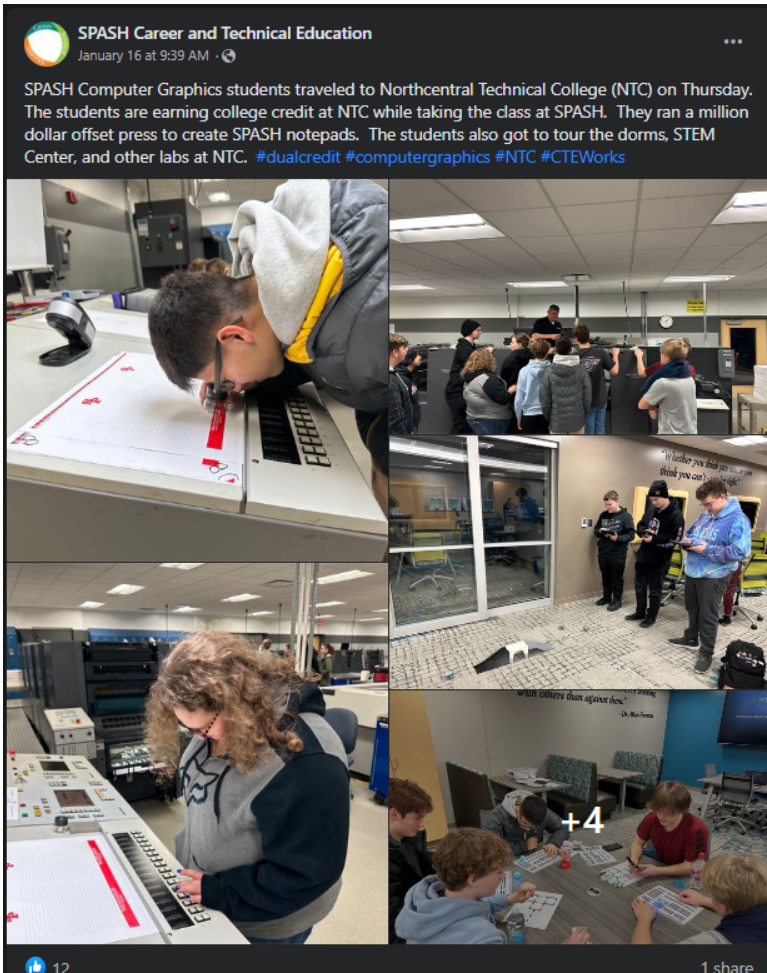
January 20 at 4:56 PM · 🌐


...

Looks like NorthCentral Technical will be the answer to complete my Associate Degree in Human Services. All my generals transferred and I start right to core class hopefully next week 🙏🙏🙏🙏
... My short term goal is to finish this degree and work in the area of youth behavior specialist or mental health support in a year or two.... Long term goal is to transfer over to a University to finish out a BS in psychology/social work..... This has been something I've felt in my soul for many years and can't wait to start. I will continue my childcare business along with school part-time 🙏🙏🙏🙏❤️



**Northcentral Technical
College**






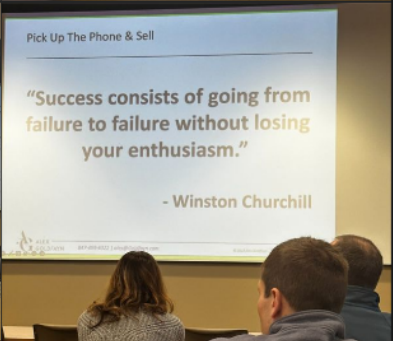



Wausau Coated Products
 January 18 at 10:58 AM · 🌐

Wausau Coated Products was proud to co-sponsor [Alex Goldfayn's](#) presentation, "Selling Boldly" at the [Northcentral Technical College](#) Health Sciences Building last week with [REI Engineering, Inc.](#) Alex is a three-time Wall Street Journal and Best Selling author. Wausau Coated Products donated copies of Alex's latest book "Pick Up the Phone and Sell - How Proactive Calls to Customer and Prospects Can Double Your Sales".

A special thanks to Alex, REI Engineering Inc. for co-sponsoring the presentation, and everyone who attended.


#wausaucoatedproducts #alexgoldfayn #positivepsychology #salestraining #mindset #SalesGrowth #reiengineeringausau



Wausau Pilot & Review
 January 19 at 1:24 PM · 🌐

This free event, entitled "Preventing Workplace Violence," will be held at noon on Wednesday, March 1 at Northcentral Technical College in Wausau.



WAUSAUPILOTANDREVIEW.COM
Wausau Metro Strong to present Preventing Workplace Violence program
 WAUSAU — Wausau Metro Strong will present a program designed to inform businesses and ...

**Wausau Police Department**

January 20 at 12:51 PM · 🌐

Today was a great beginning to several new officers' careers. We held a swearing-in ceremony for the following officers:

- Officer Chad Clark #227
- Officer Kathryn Cross #228
- Officer Wade Shnowske #229
- Officer Sam Reyes #231
- Officer Josh Bergquist #232
- Officer Doug Frick #233
- Officer John Shoemaker #234

These officers bring a great variety of backgrounds and experience to the police department. We are excited to have them join our family! Officers Clark, Cross, and Shnowske have already begun their field training, so be on the lookout for them in your neighborhoods. The other officers will be attending the Basic Law Enforcement Academy at [Northcentral Technical College](#) beginning Monday, January 23rd, 2023. They will start their field training in the spring.

Congratulations and welcome!

**Donna Wurz**

January 12 at 2:47 PM · 🌐

Hello Facebook friends!

Tomorrow is the day we are back at the salon!!!! Please book with me! Below are my hours!

I will only be able to offer certain services.

Please call [Studio Max-Northcentral Technical College](#) to schedule with me 🥰

Monday : 8am-12pm, 1pm-4pm

Tuesday : 8am-12pm, 1pm-4pm

Wednesday : 1pm-5pm

Please call and leave a message and someone will call you back to get you scheduled.

I will also be out of the salon the whole week of January 30th.

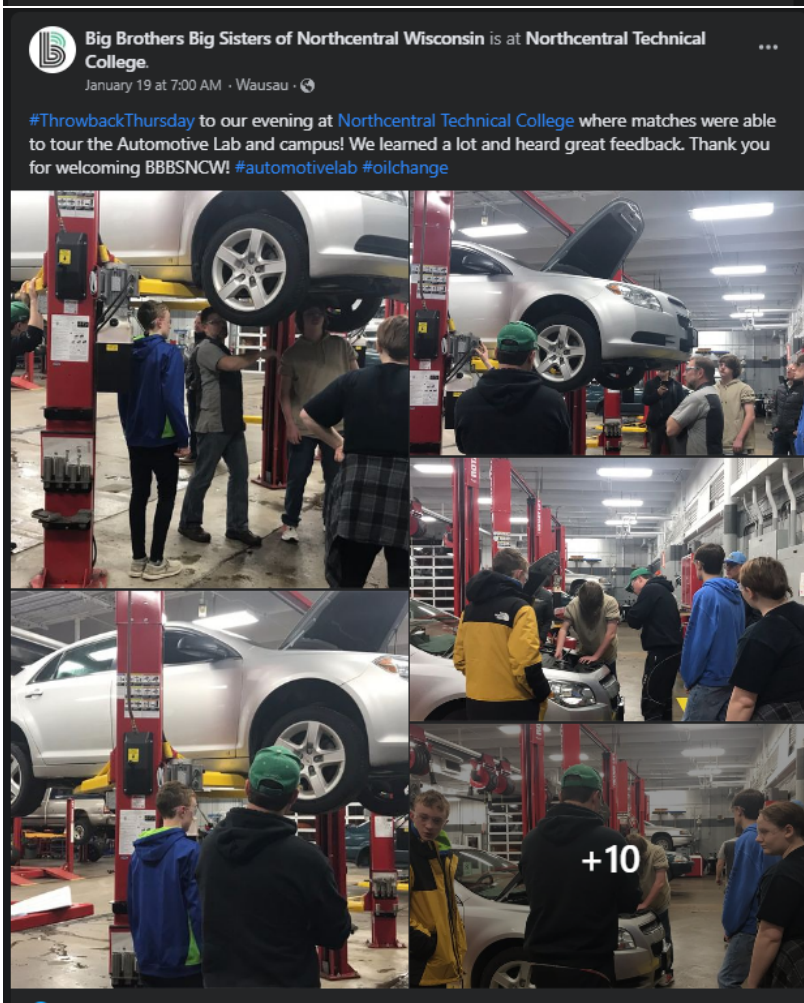
Any questions please feel free to message me privately and I will do my best to answer them.

Thank you all soooooo very much for your support and kindness! This is truly a blessing to be following my dreams.



11

2 shares



Fabulous Farm Babe •
January 19 at 11:12 AM • 🌐


Learn about sustainable agriculture and become a part of the farm-to-table movement to help supply the local food chain. The new Garden to Market Specialist Technical Diploma at [Northcentral Technical College](http://www.ntc.edu) is a one-year program that includes classes in greenhouse management, designing and timing a garden, soil science, plant science and pest management. Learners will develop skills to start their own enterprises growing produce and other agriculture products. Hands-on and classroom training are offered in a year-round indoor growing center and a greenhouse lab at NTC's Agriculture Center of Excellence in Wausau, WI.

Classes start January 23! Apply online today or call 715.803.1645 to get started. To learn more, visit: <http://www.ntc.edu/.../technical.../garden-market-specialist>



NEW PROGRAM
Garden to Market
SPECIALIST
TECHNICAL DIPLOMA

 **Northcentral**
TECHNICAL COLLEGE
www.ntc.edu


 **Central Wisconsin SHRM**
January 16 at 1:38 PM • ⚙️


SHRM-CP/SCP HUMAN RESOURCES EXAM PREP

Starts February 28, 2023


Establish yourself as a globally-recognized human resource expert by earning the new standard in HR certification: SHRM Certified Professional (SHRM-CP[®]) and SHRM Senior Certified Professional (SHRM-SCP[®]). Ensure you're prepared with our course designed for SHRM credential candidates. Expand and test your knowledge and practical, real-life competencies in areas critical for HR career success.

For more information:
<https://www.ntc.edu/.../shrm-certification-prep-shrm-cp-scp>



 **Northcentral**
TECHNICAL COLLEGE

NTC.EDU
SHRM Certification Prep (SHRM CP / SCP) - Conferences, Seminars, and Workshops | Northcentral Technical College

 Linda Hackbarth and 4 others • 1 share



Manitowoc County Master Gardeners

January 18 at 8:00 AM · 🌐

If you're getting anxious for Spring to get into your garden or you just like plants, you might be interested in this upcoming webinar. It is being presented by Northcentral Technical College in partnership with North Central Wisconsin Master Gardeners.

You can go to this link for more information as well as registration.

<https://www.ntc.edu/.../garden-visions-2023-virtual-seminar>



- **Fundamentals of Garden Layers**
Presented by Benjamin Vogt, PhD

Natural garden design is about letting plants guide the design and management as we translate wildness into gardening. In this presentation we will learn from natural plant communities to increase ecosystem function and climate resilience in our designed gardens.

- **Are Those Beetles Bugging You?**
Presented by Patrick (PJ) Liesch, MS

The destructive Japanese beetle, which has wreaked havoc in Wisconsin, was accidentally introduced on the roots of nursery stock from Japan for the 1916 World's Fair. In this presentation we will learn about their life cycle, and the various approaches to controlling of this noxious pest.

- **Orchids - Vanilla on the Edge**
Presented by Kenneth Cameron, PhD

The vanilla bean orchid is a member of the scientific family Orchidaceae, which includes a large variety of orchid species. Its fruit, the vanilla bean is a signature flavor and fragrance and part of a million-dollar industry. In this presentation Dr Cameron will discuss how these orchids are threatened, how scientists are seeking to reinforce its chances of survival and how our changing climate impacts orchids native to Wisconsin.



Safe Kids Marathon County

January 3 at 4:09 PM · 🌐

Have an older child who's interested in babysitting? A Babysitting Certification course will help prepare them to be a safe, effective, and responsible babysitter. Northcentral Technical College is offering many courses in our area between now and May. Learn more or register here:

<https://www.ntc.edu/.../emergen.../babysitting-certification>



Northcentral
TECHNICAL COLLEGE



American
Red Cross

BABYSITTING CERTIFICATION

For Ages 11 - 15

This American Red Cross Babysitting Certification course will prepare youth to be safe, effective, and responsible babysitters. The training is designed to provide universal skills in areas that every babysitter should know, including basic care for infants and children, basic First Aid, child behavior and appropriate activities, emergency protocols, and more.

NEW 2023 CLASSES!

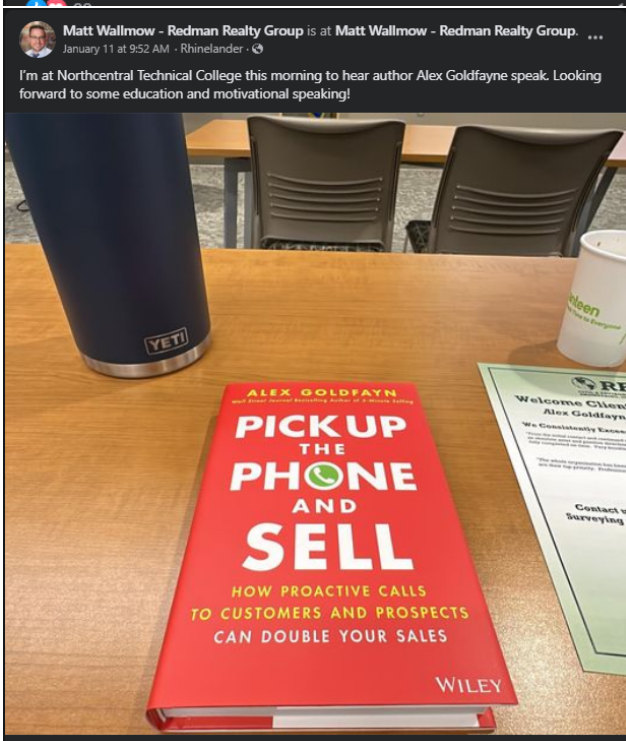
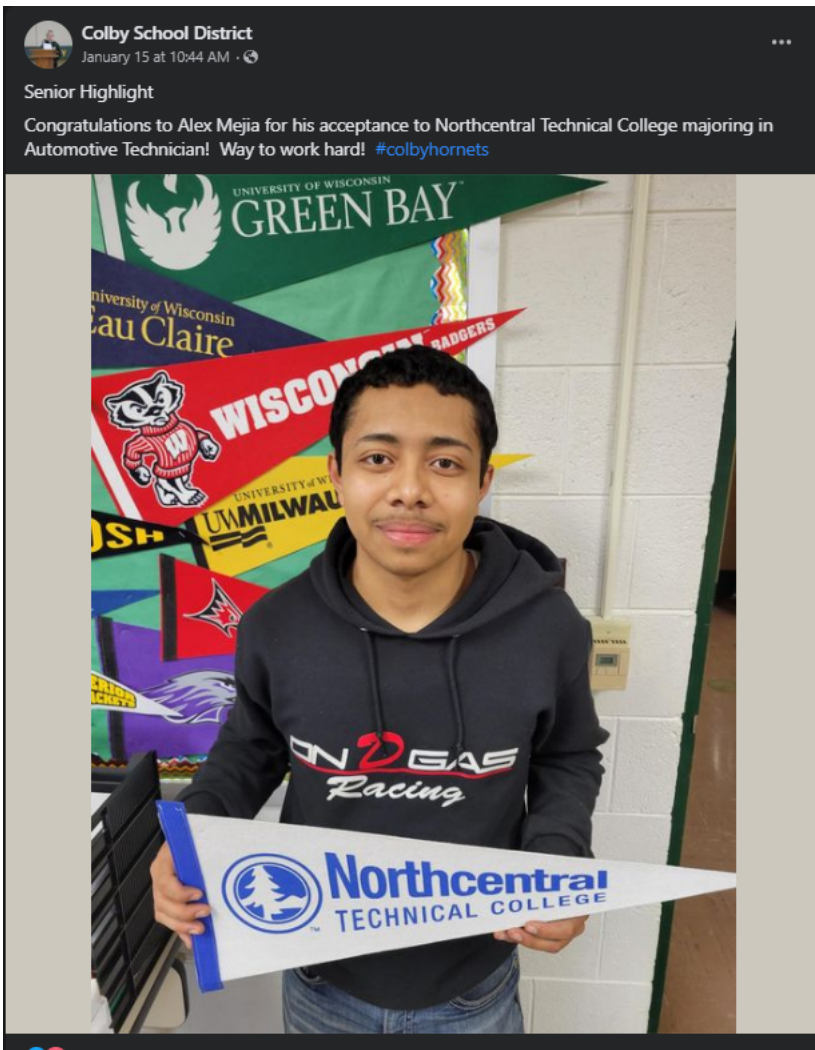
All classes held on Saturdays

8:00 a.m. – 3:30 p.m. | Registration: \$69



3

1 share





Wausau Fire Department

January 18 at 7:59 AM · 🌐

Who is coming to Wausau to see Mike and Anne?

Their sessions are so pertinent to fire service culture, tactics, and a healthy relationship outside of the firehouse that some of our members have chosen to see them more than once over the years.

Please use the link below to register early and ensure you reserve your spot(s). Late registrations can cause issues in events like this.

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

See you there!

#fireserviceculture #firegroundtactics #firefightertraining Northcentral Technical College Fire Training Northcentral Technical College

**Northcentral
TECHNICAL COLLEGE**

WORKFORCE TRAINING +
PROFESSIONAL DEVELOPMENT

**Fire Services Seminar with
MIKE GAGLIANO**

*Retired Captain of Ladder 5 and a member of the Seattle
Fire Department's Strategic Planning Leadership Group*

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





Professional Development Sessions
\$30/person

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

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

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

In partnership with



Bonus Session!



The Challenges of a Firefighter Marriage
\$15/person
7:00 p.m. – 9:30 p.m.

Real life husband and wife team Mike and Anne Gagliano take an honest, hard-hitting look at what is happening to firefighter marriages and why. They examine what makes this profession different than any other and how those differences impact marriage.

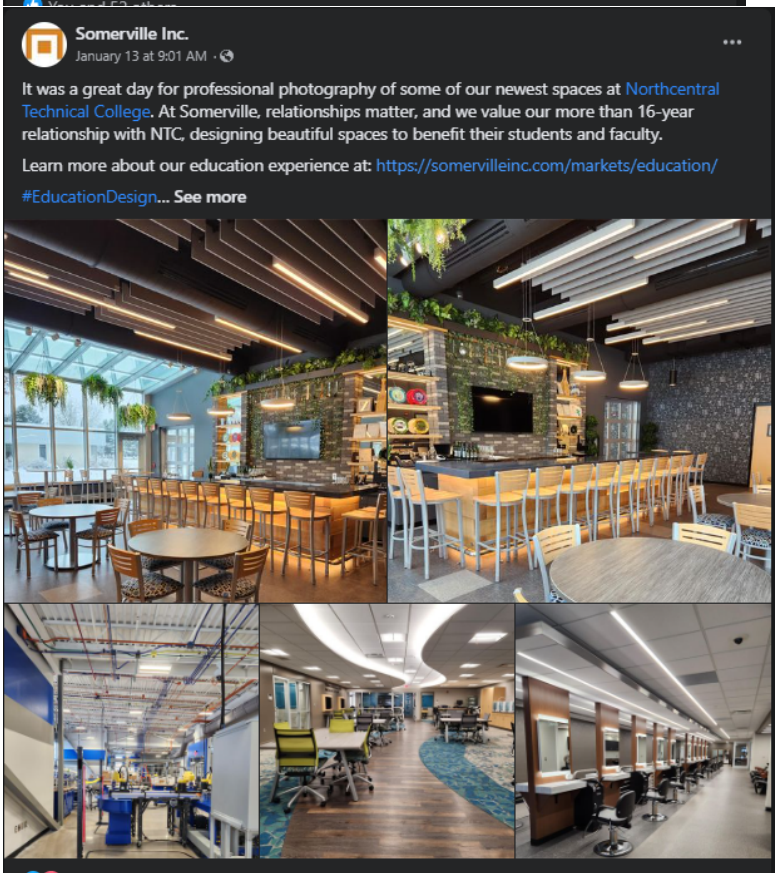
Bring your spouse!

Featuring
Anne Gagliano
Wife of Mike Gagliano

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

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

Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admissions or its programs or activities. The following person has been





REI Engineering, Inc.

January 11 at 8:28 PM · 🌐

REI is committed to supporting the economic growth and development of our community and was honored to host three-time Wall Street Journal and bestselling author, [Alex Goldfayn](#)'s Presentation, "Selling Boldly" at the [Northcentral Technical College](#) Health Sciences Building.

More than 200 area business professionals from various professions gathered to learn how to apply the science of positive psychology and implement actionable items that shift current mindsets and behaviors to create winning results. The techniques shared provided attendees with sales growth tactics that Alex has used with hundreds of organizations to grow their sales quickly and significantly.

We'd like to extend a special thank you to [Wausau Coated Products](#) for donating copies of Alex's latest book "Pick Up the Phone and Sell – How Proactive Calls to Customers and Prospects Can Double Your Sales" and to all those who attended today's presentation.

[#alexgoldfayn](#) [#positivepsychology](#) [#salestraining](#) [#mindset](#) [#SalesGrowth](#) [#reiengineeringwausau](#) [#wausaucoatedproducts](#)





FREE Life Skills/Soft Skills Workshops through [Northcentral Technical College!](#)

No matter where you work or what you do, soft skills are essential. They are important not just for work but for navigating many situations throughout your life!

You can attend these sessions from any computer or phone with internet access. All of the details and how to register are on the attached flyer.



Northcentral
TECHNICAL COLLEGE

Life Skills Workshops

Live presenter! Attend from any computer or phone with internet access!
Phone in/community options may be available. Call to discuss.

Life Skills (often called Soft Skills) are essential for long-term success in the workplace. Research shows that 75-80% of long-term job success is linked to strong life skills. This series of workshops will focus on increasing "The tools in your tool belt" for handling difficult situations, getting along with others and being a better employee.

COST: FREE

Registration Required.

**Deadline for Registration is
Tuesday 5:00pm**

Contact Wendy Storlie

storlie@ntc.edu or 715-348-7737

"Go with the Flow"

Adapting to Change

February 1, 2023 ~ 9:00-11:00am

"Teamwork Makes the Dream Work"

February 8, 2023 ~ 9:00-11:00am

Presenting the Best You!

February 15, 2023 ~ 9:00-11:00am

"Life Happens"

Staying Focused to Reach Your Goals!

February 22, 2023 ~ 9:00-11:00am



Northcentral Technical College reserves the right to change the dates, times, locations, and content of the workshops without notice. The following content has been designed to provide a general overview of the College's workforce development programs. For more information, contact the College's Workforce Development Office, Northcentral Technical College, 1000 N. Campbell Ave., Wausau, WI 54981. Phone: 715.845.1001.

www.ntc.edu



Loyal School District

January 10 at 7:00 PM · 🌐

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Congratulations Aspen! 🍌🍌🍌

Aspen will be will be pursuing the Dairy Science and Agri-Business program at Northcentral Technical College in the fall of 2023.

Let's give Aspen a big 🍌 applause in the comments below!

[#LoyalProud](#)

Loyal's Class of 2023 Opening Doors to the Future





Lincoln County Sheriff's Office - WI

January 12 at 4:54 PM · 🌐

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Congratulations to Deputy Trever Zunker, who, after beginning his career with us on 08/09/22, recently completed 14 weeks of field training and was released to solo patrol. Deputy Zunker is originally from Weston, WI and is a 2022 graduate of Northcentral Technical College where he earned an Associate's Degree in Criminal Justice. He has also served in the Army National Guard since 2018. In his free time Deputy Zunker enjoys working on automobiles. When asked, Deputy Zunker stated he hopes to gain experience and one day work himself into a training role, perhaps a leadership position, and to become a member of our Special Response Team (SRT). He is currently assigned to our day shift. Welcome aboard Deputy Zunker...we look forward to serving with you for many years.



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WEAU (NBC) 1/30/2023 5:22:44 AM

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La Crosse, WI

Hello Wisconsin

we've all heard the phrase "farm to table". now there's a chance to actually earn a technical degree in the local food chain. northcentral technical college or ntc, has seen a growing need for that type of 'local food' knowledge. that's why they've started a garden to market specialist program. the garden to market specialist technical diploma is designed for anyone interested in market gardening, and fruit and vegetable production in a variety of agricultural settings. hands-on and classroom training are offered in this one-year program. some of the potential careers graduates can pursue are in small to large scale food production, nurseries and greenhouses, or working with several farms. hands-on and classroom training is offered at ntc's agriculture center of excellence in wausau. the classes start at the end of



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Wausau, WI

Sunrise 7

something about it. it'll be hosting a preventing work place violent program with help from the marathon county sheriff's department. that's on march first at northcentral technical college. marathon county sheriff's deputy matthew bell says people need to respond fast. while the event may be for workplace training, he says this information can apply to people anywhere. "these types of events aren't specific to businesses or workplaces. they happen at schools, churches, outside areas, public venues. anywhere that has that target rich environment people are looking for." deputy bell says he has done three presentations about active



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Wausau, WI

NewsChannel 7 @ 10

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Wausau, WI

Sunrise 7

northeast wisconsin rails thinks we could learn which corridors are selected in may at the earliest. with a significant shortage of veterinarians statewide, the vet technology program at northcentral technical college is needed more than ever. the program launched just over a year ago. according to mars veterinary health, the industry is on pace to have a shortage of 15- thousand vets by 2030. many are struggling to keep up with a significant workload. sarah steger, program director, veterinarian technology program, ntc "it's been really challenging. for the people that i know that are still working in clinic, they them." steger adds the industry was also

7 DAY FORECAST

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WSAW (CBS) 1/9/2023 10:20:15 PM

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Wausau, WI

NewsChannel 7 @ 10

mostly cloudy, with a high near 34. calm with a significant shortage of veterinarians statewide, the vet technology program at northcentral technical college is needed more than ever. the program launched just over a year ago. according to mars veterinary health, the industry is on pace to have a shortage of 15- thousand vets by 2030. many are struggling to keep up with a significant workload. sarah steger, program director, veterinarian technology program, ntc "it's been really challenging. for the people that i know that are still working in clinic, they are just constantly booked and double booked and triple booked. and it can be really exhausting for them."

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