

**DISTRICT BOARD OF TRUSTEES REGULAR MEETING**

Tuesday, February 11, 2020  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401  
Timberwolf Conference Center/D100

12:15 p.m. Lunch

1:00 p.m. Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)

**I. PLEDGE OF ALLEGIANCE TO THE FLAG****II. PUBLIC INPUT**

A. Public Comments

**III. APPROVAL OF MINUTES**

A. Approval of minutes from January 14, 2020 Board of Trustees meeting

**Motion:** That the Northcentral Technical College Board approve the meeting minutes from the January 14, 2020 Board of Trustees meeting.

Voice vote required to approve.

**IV. ACTION ITEMS**

A. [Approval of 2020-2021 Tentative Capital Budget](#) – Roxanne Lutgen

1. Continued Discussion on Industry 4.0 – Lori Weyers + Darren Ackley

**Motion:** That the Northcentral Technical College District Board approve the 2020-2021 Tentative Capital Budget not to exceed the \$12,150,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$0, anticipated donations of \$400,000, and anticipated grants of \$250,000, including identified items exceeding \$50,000.

Voice vote required to approve.

**V. CONSENT VOTING AGENDA**

A. Approval of Consent Voting Agenda

1. [Receipts + Expenditures](#)

2. [Personnel Changes](#)

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

1. Receipts + Expenditures
2. Personnel Changes

Roll call vote required to approve.

## VI. INFORMATION/DISCUSSION

- A. President's Report
  - 1. Strategic Plan Update – Vicki Jeppesen
  - 2. Legislative Updates
  - 3. Comments from Informational Update
- B. Chairperson's Report
  - 1. Spring 2020 Board Appointment Update
  - 2. March Board Meeting Date
  - 3. WTC DBA Spring Meeting – April 2-4, 2020 (Milwaukee, WI)
- C. Information
  - 1. [Quarterly Dashboard](#)
  - 2. [Advisory Meeting Minutes](#)
  - 3. [Upcoming Meetings/Events](#)
  - 4. [Good News](#)

## VII. CLOSED SESSION (Immediately following the above Open Meeting)

- A. Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(e)(g) for the purpose of:
  - 1. Approval of the January 14, 2020 Closed Session Minutes
  - 2. Update regarding competitive servicing arrangement
  - 3. Update on potential litigation

**Motion:** Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(e)(g) for the purpose of:

- 1. Approval of the January 14, 2020 Closed Session Minutes
- 2. Update regarding competitive servicing arrangement
- 3. Update on potential litigation

Roll call vote required

## VIII. OPEN SESSION

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

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

Roll call vote required

## IX. MEETING ADJOURN

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

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

**MEETING DATE:** February 11, 2020

**TOPIC:** 2020-2021 Capital Budget Planning

**POLICY 1.3.1 Budgeting** – may not cause or allow budgeting which contains too little information, as determined by the Board to enable *credible projection* of revenues and expenses, separation of capital and operational items, cash flow, and disclosure of *planning assumptions*.

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

**INTERPRETATION:** *Credible projections* are based on multiyear plans supporting community benefits statements and executive limitations. *Planning assumptions* are based on multi-year capital expenditure plans and funding sources. *Expenditures greater than \$50,000* must have board approval.

**DATA/RESULTS:** Attached are three planning documents.

1. *2020-2021 Capital Expenditure Funding Sources* shows the funding plan for the next year's capital budget.
2. *2020-2021 Capital Expenditure Summary* shows categories of capital expenditures for next year's capital budget.
3. *2020-2021 Capital Equipment Budget Requests* provides additional information and identifies *expenditures greater than \$50,000* requiring board approval.

Final approval of the capital expenditures budget will be sought at the March 10, 2020 board meeting.

**AGENDA CATEGORY:**

- Regular Voting Agenda

**PROPOSED MOTION:**

Tentative approval not to exceed the \$12,150,000 capital expenditures budget, funded through capital borrowings of \$11,500,000, fund balance of \$0, anticipated donations of \$400,000, and anticipated grants of \$250,000, including identified items exceeding \$50,000.

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

Signed Dr. Lori A. Weyers

Dated February 11, 2020

## 2020-2021 Capital Expenditure Funding Sources

<b>\$12,150,000</b>	<b>Total Capital Expenditures Budget</b>
\$11,500,000	Funded through Annual Capital Borrowings
\$0	Funded through Fund Balance
\$400,000	Funded through Anticipated Donations
\$250,000	Funded through Anticipated Grants

## 2020-2021 Capital Expenditure Summary

<b><u>Description</u></b>	<b><u>Fiscal Year</u></b> <b><u>2020-2021</u></b>	<b><u>Subtotal</u></b>
Previously Committed Capital Expenditures		
Distance Education Leases	\$115,320	
Other Items	<u>\$1,203,200</u>	\$1,318,520
Capital Contingency Fund	<u>\$404,600</u>	\$404,600
Technology Maintenance		
Microcomputers and Consulting	\$906,000	
Network Equipment	\$1,638,829	
Smart Classrooms	<u>\$350,000</u>	\$2,894,829
High Priority Educational Needs		
Equipment and Software	<u>\$3,216,051</u>	\$3,216,051
Long Range Facility Plan Recommendations		
Regional Campuses	\$815,000	
Central Campus	<u>\$3,501,000</u>	\$4,316,000
<b>Total Capital Expenditures Budget</b>		<b>\$12,150,000</b>



**2020-2021 Capital Equipment Budget Request (Items greater than \$50,000)**

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
District-wide	Capital Contingency Fund	P	Emergency Dollars	Emergency capital dollars for equipment that breaks or new initiative equipment or facility needs during the year.	Non-Depreciable	Growth and Innovation	\$404,600	7/1/2020	6/30/2021	6/30/2021
Information Technology	Capital Contingency for IT renovations	R	NTC plans for complementary IT renovations whenever building remodeling occurs.	IT renovations related to building remodeling requires contingency as needs become apparent throughout the remodeling project.	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Computer Workstations	R	NTC plans to replace approx. 25% of all computers each year. This year we plan to purchase approximately 500 computers/peripherals for student classroom use with all the replaced items assigned to staff workstations.	Workstation replacements per the long-term computer refresh plan.	5 years	Growth and Innovation	\$400,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Consultant Support	P	Consultant support by KAH Consulting to enhance the usability of PeopleSoft.	District wide and distance learner impact.	Non-Depreciable	Growth and Innovation	\$506,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Data Cabling and Telephones	R	Data Cabling and telephones in remodeled areas.	Renovations related to building remodeling.	15 years	Growth and Innovation	\$ 50,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Distance Education Leases	P	Charter Wide Area Network, WiscNet, and WTCN Teach Link all support distance education.	District-wide and distance learner impact. Provides connectivity to regional campuses and the Internet. Impacts all students, employees, and stakeholders.	Non-Depreciable	Growth and Innovation	\$115,320	7/1/2020	6/30/2021	6/30/2021
Information Technology	HD Video Conferencing	P	NTC plan to replace/upgrade Interactive video conferencing (IVC) rooms on an as needed basis.	This replaces/upgrades our IVC system/rooms per the long-term IVC refresh plan.	5 year	Continuous Quality Improvement	\$350,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	PeopleSoft Operating System Maintenance	P	PeopleSoft is the software platform that houses Student, Finance, and HR Information Systems.	Software maintenance on this system is required and a replacement plan is currently under development.	Non-Depreciable	Growth and Innovation	\$635,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Microsoft products and other Software Licenses	P	NTC student and staff access to Microsoft products, and other Software licenses necessary for college business throughout the District.	Software licenses necessary to conduct business and training throughout the District.	Non-Depreciable	Growth and Innovation	\$1,065,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Safety & Security	N	Additional Cameras and related monitoring equipment	Increased Safety and Security for all students and staff.	15 years	Continuous Quality Improvement	\$ 75,000	7/1/2020	6/30/2021	6/30/2021
Information Technology	Server and Network Equipment Replacement	R	Replacement and repairs of servers and network equipment.	Servers that provide communications within the network as well as the network itself need regular maintenance and replacement.	5 years	Growth and Innovation	\$503,829	7/1/2020	6/30/2021	6/30/2021
Information Technology	Smart Classrooms	P	Maintenance of Smart Classrooms equipped with DVD, document camera, computer, LCD screen, and instructor station with control system, speakers and wiring.	District-wide impact.	5 years plan	Growth and Innovation	\$350,000	7/1/2020	6/30/2021	6/30/2021

**2020-2021 Capital Equipment Budget Request (Items greater than \$50,000)**

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
Facilities	Agriculture Center of Excellence	N	Farm Feed Pads	Add additional concrete feed pads to increase animal feed storage quantities.	15 years	Continuous Quality Improvement	\$50,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Antigo Campus	N	Wood Dust Collection Updates due to code changes.	Install explosion/backdraft dampers on wood dust collection system.	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Antigo Campus	R	Wood Saw Filing Upgrades	Paint walls and upgrade lighting in old Antigo Autobody Shop to provide space for the new wood saw filing program.	15 years	Continuous Quality Improvement	\$150,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Capital Contingency for Facilities	R	Construction Contingency	Renovations related to building remodeling requires contingency as needs become apparent during remodeling projects.	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Center for Health Sciences	R	ARC Center Renovation (\$25,000 Renovation/\$40,000 Furniture & Equipment)	Remodel existing locker room in the HCS Building to provide additional space for the ARC Center.	15 years	Continuous Quality Improvement	\$60,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Diesel Parking Lot	R	Parking Lot Resurfacing	Life cycle replacement	15 years	Continuous Quality Improvement	\$250,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Fleet Vehicles	R	Replace existing high mileage fleet vehicles (2 vehicles)	Life cycle replacement	5 years	Continuous Quality Improvement	\$62,500	7/1/2020	6/30/2021	6/30/2021
Facilities	Maintenance Equipment	R	Replace maintenance equipment	Life cycle replacement	5 years	Continuous Quality Improvement	\$75,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Maintenance Storage Building	N	Wausau Storage Warehouse Building	Wausau Storage Building	25 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Phillips Campus	R	Roof Replacement	Life cycle replacement	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	C Building Roof Replacement	Life cycle replacement	15 years	Continuous Quality Improvement	\$320,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	C Parking Lot - Stripe & Seal Coating/Replacement – Semi/Trailer Parking	Life cycle replacement	15 years	Continuous Quality Improvement	\$500,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	Corridor Carpet Replacement	Life cycle replacement	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	F Building Exterior Metal Panel Wall Repair	Life cycle replacement	15 years	Continuous Quality Improvement	\$60,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	Foundation/Grants Workspace Renovation (\$60,000 Remodeling/\$40,000 Furniture)	Renovate portions of the B building to provide office space for the Foundation & College Advancement staff.	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	G Building Air Handler Unit (AHU) Replacement	Life cycle replacement	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	N	I-Wing Addition (Industry 4.0) (\$600,000 Addition/\$200,000 Remodeling)	Expand the AME Lab in the I Building to provide new space for Industry 4.0 programming.	25 years	Continuous Quality Improvement	\$800,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	Lighting Upgrades	Lighting upgrades to LED.	15 years	Continuous Quality Improvement	\$50,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	Red Shed Upgrades	Add interior liner panel, heating system, and upgrade lighting in the red shed to provide a flexible lab space for learning programs.	15 years	Continuous Quality Improvement	\$150,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	Sidewalk Replacement	Sidewalk replacement on Wausau Campus.	15 years	Continuous Quality Improvement	\$50,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	N	Space remodeling for Civil Engineering Program (\$400,000 Remodeling/\$100,000 Lab Furniture)	Remodel portions of the H building to provide space for the new Civil Engineering Program.	15 years	Continuous Quality Improvement	\$500,000	7/1/2020	6/30/2021	6/30/2021
Facilities	Wausau Campus	R	Video Production Renovation (\$40,000 Remodeling/\$60,000 Furniture)	Remodel Room H102 to add animation emphasis to the video production program.	15 years	Continuous Quality Improvement	\$100,000	7/1/2020	6/30/2021	6/30/2021

**2020-2021 Capital Equipment Budget Request (Items greater than \$50,000)**

Division	Item Requested	(N) New (R) Replacement (P) Previously Committed	Definition	Impact (FTE, Headcount, Location, Program, etc.)	Depreciable Life	Strategic Direction College Goals	Cost	Estimated start date	Estimated end date	Estimated date all proceeds spent
Learning	Agricultural Center of Excellence	N/R	Farm Learning Equipment	Farm Equipment such as: Autoclave, swing head centrifuge, discovery barn cleaner, manure tanker.	5 years	Growth and Innovation	\$116,747	7/1/2020	6/30/2021	6/30/2021
Learning	Agricultural Center of Excellence Electrical Power Distribution Program	N	Equipment (Used digger, warming house/trailer, Utility Poles, Pole Trailer)	Additional equipment needed for the EPDP program that started a year and a half ago. Some equipment will be shared with Gas Utility.	5 years	Growth and Innovation	\$111,950	7/1/2020	6/30/2021	6/30/2021
Learning	Agriculture Center of Excellence / Gas Utility Program	N	Natural Gas Piping to EPDP/Gas Utility	Equipment that will be used for both the Gas Utility and EPDP programs which are both very new and need additional equipment.	5 years	Continuous Quality Improvement	\$79,850	7/1/2020	6/30/2021	6/30/2021
Learning	Antigo Campus	N	Wood Saw Filing Equipment	Equipment to train students on how to sharpen large band saws for the wood products industry.	5 years	Growth and Innovation	\$150,000 (anticipated donations)	7/1/2020	6/30/2021	6/30/2021
Learning	Capital Contingency for Learning	R	Emergency Dollars for Learning Capital equipment and projects.	Emergency capital dollars for equipment that breaks or new initiative equipment or facility needs during the year.	5 years	Growth and Innovation	\$60,672	7/1/2020	6/30/2021	6/30/2021
Learning	Merrill Campus Fire Safety Program	R	Fire Equipment (Used or Demo Fire Truck)	Replacing a 30-year-old fire truck that has several failing systems and is not able to be driven on public roads.	5 years	Continuous and Quality Improvement	\$386,362	7/1/2020	6/30/2021	6/30/2021
Learning	Merrill Public Safety Center of Excellence CDL Program	N	Merrill - CDL Equipment	Class B truck driving equipment.	5 years	Continuous and Quality Improvement	\$213,639	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Dental Program	R	Dental Equipment	Dental chairs (1 pod = 6 dental chairs) for dental visits and training.	5 years	Continuous and Quality Improvement	\$101,645	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Addition	N	I-Wing Addition (Greater Wausau Prosperity Project)	Equipment needed to teach Smart Manufacturing / Industry 4.0 skills throughout various manufacturing programs.	5 years	Growth and Innovation	\$1,295,000 (\$795,000 borrowed funds, \$250,000 anticipated donations, \$250,000 anticipated grants)	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Apprenticeship Program	N	Apprenticeship Equipment (Injection Machine, Electrical Code Training, Electrical Fabrication Trainers, Powerflex 525 drives, SKF Bearing Star)	Equipment needed to teach hands-on, industry relevant training in three Apprenticeship programs.	5 years	Continuous and Quality Improvement	\$51,966	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Civil Engineering Program	N	Start up equipment for Civil Engineering Program.	Equipment for new Civil Engineering program to allow for hands-on instruction.	5 years	Growth and Innovation	\$98,436	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Electromechanical & Automation	N	Three industrial robots	Three Fanuc robots, to complement the six we currently have. They will be used to give our classes of 24 students more hands-on robot time in both the Electromechanical and Automation programs.	5 years	Continuous and Quality Improvement	\$90,867	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Radiology Program	R	Radiology Program Equipment (Mobile X-Ray Unit)	Replacing old, outdated equipment to ensure our students are being trained on technology currently being used in industry.	5 years	Continuous and Quality Improvement	\$84,711	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Campus Welding Program	R	Miller Welding Equipment Leasing MOU	Lease agreement with Miller Electric to ensure our students are being trained on the latest technology being used in industry.	5 years	Continuous and Quality Improvement	\$54,666	7/1/2020	6/30/2021	6/30/2021
Learning	Wausau Downtown	N	Clark Island Innovation Center	Industry 4.0 Equipment for Clark Island Center	5 years	Growth and Innovation	\$64,400	7/1/2020	6/30/2021	6/30/2021

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

**MEETING DATE:** February 11, 2020

**TOPIC:** Receipts & Expenditures

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

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

**DATA/RESULTS:** The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of December 30, 2019.

YTD Fund 1 – 7 Revenues: \$54,638,230

YTD Fund 1 – 7 Expenses: \$50,288,543

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

(Motion is included with consent agenda.)

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

Signed Lois A. Waynes

Dated 2/11/2020

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

**MEETING DATE:** February 11, 2020

**TOPIC:** Personnel Changes

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

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

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

New Hires:

1. Brock Decker – Culinary Arts Faculty
2. John Cobb – PC Support Specialist
3. Robert Cummings – Software Developer
4. Rebecca Hardinger – Nursing Faculty
5. Neng Lee – PC Support Specialist
6. Keenan Rood – PC Support Specialist

Resignations:

1. Carla Marten – Custodian
2. Kate Propp – Executive Assistant to the AVP of Marketing and to the VP of College Advancement
3. Kathleen Wolf – Customer Service Representative

Position Eliminations:

None

Retirement:

1. Marjorie Bock – Work Transition Faculty

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

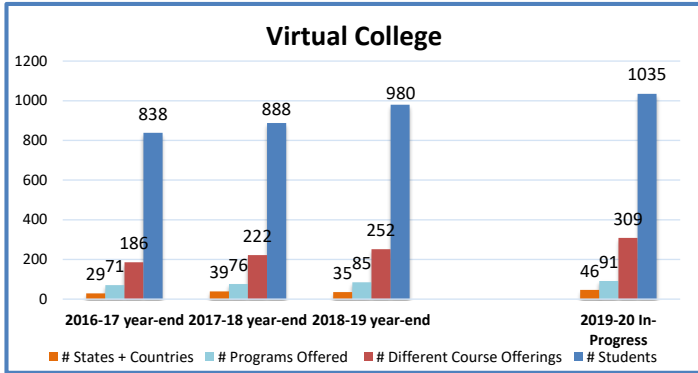
(Motion is included with consent agenda.)

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

Signed                     Lori A. Wayma                    

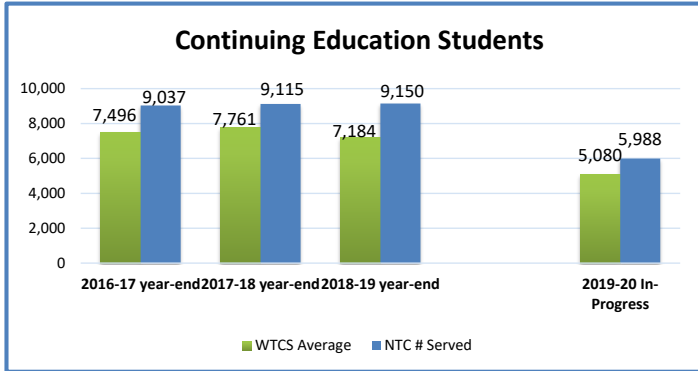
Dated           2/11/2020

**NTC Strategic Direction: Growth & Innovation**



**Virtual College Mid-Year Summary:**  
 Compared to this point in time last year, Virtual College is:

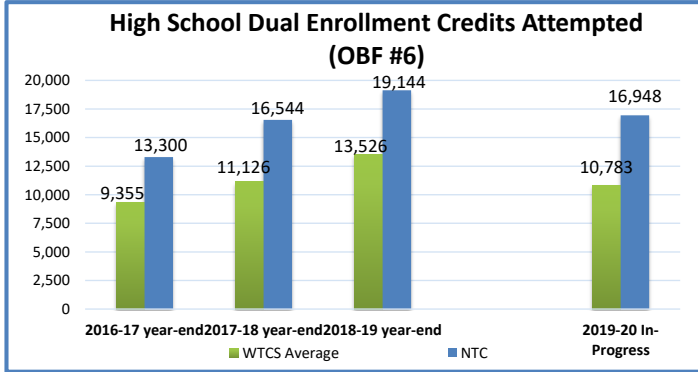
- up 211 students (26%)
- up 60 course offerings (24%)
- up 10 program offerings (12%)
- serving 12 more states/countries (35%)
- Virtual College is now serving students with permanent residences of Canada, China, Germany, Honduras, Saudi Arabia, Vietnam, South Africa and El Salvador, along with 37 states outside of Wisconsin.



**Continuing Education Mid-Year Summary:**

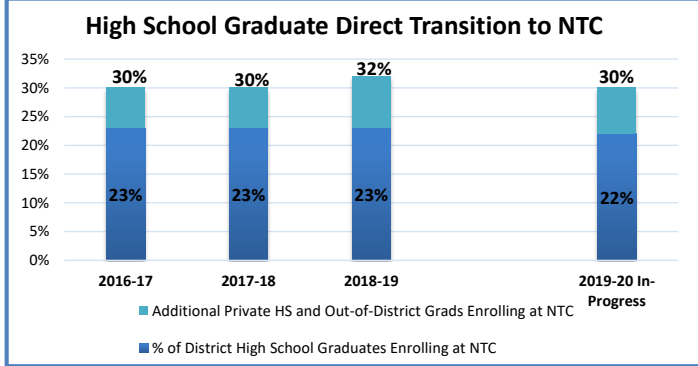
- Compared to this point in time last year, Continuing Education courses have served 355 more students, an increase of 6%.
- NTC is 18% above the WTCS average for number of Continuing Education students

**NTC Strategic Direction: Strategic Partnerships and Outcomes Based Funding Criterion #6 (Dual Credit Enrollments), Criterion #7 (Workforce Training), and Criterion #10 (Credit for Prior Learning)**



**High School Dual Enrollment Mid-Year Summary:**

- Compared to this point in time last year, High School Dual Enrollment is up 4,008 credits (31%).
- NTC is 57% above the WTCS average for number of credits attempted by dually-enrolled high school students.

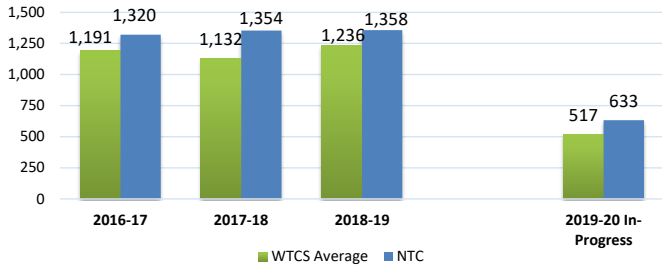


**High School Graduate Direct Transition to NTC Mid-Year Summary:**

- So far this year, NTC has enrolled 570 in-district public high school graduates from the Class of 2019.
- In addition, NTC has enrolled 202 out-of-district and private high school graduates from the Class of 2019.
- Overall, NTC's transition rate is 2% higher than it was at this point in time last year.

2019-20 NTC Board of Trustees Dashboard - Mid-Year Update, Continued

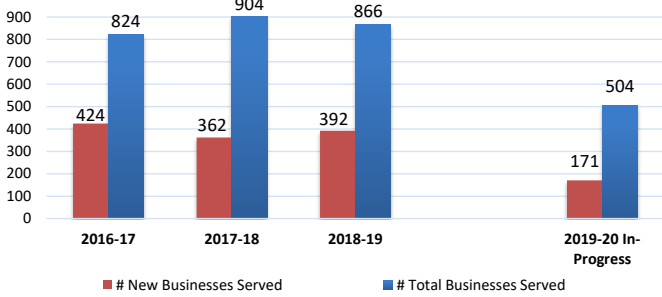
**High Demand Diplomas and Degrees Awarded (OBF #2)**



**High Demand Diplomas and Degrees Awarded Mid-Year Summary:**

- Compared to this point in time last year, NTC is down 55 degrees/diplomas.
- In Summer 2019, WTCS updated the list of High Demand Programs, and the following NTC programs were removed:
  - Electromechanical Technician Associate Degree
  - Industrial Electronics + Maintenance Technician Technical Diploma
  - Electrical + Instrumentation and Lubrication Technician Apprenticeships
- NTC has added the Cosmetology, Gas Utility, IT - Cyber Security, and Foundations of Teacher Education programs, which are on the High Demand Programs list.
- These programs do not have graduates yet, but the first graduates are expected in Spring 2020.
- NTC is 22% higher than the WTCS average in number of High Demand Degrees/Diplomas Awarded

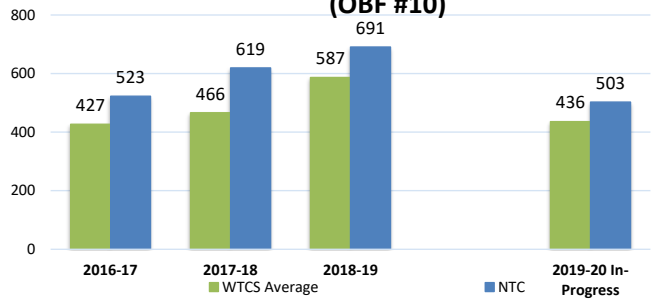
**Businesses Served**



**Businesses Served Mid-Year Summary:**

- Compared to this point in time last year, NTC has served the same number of businesses.
- The number of new businesses served is down by 26 compared to the same point in time last year.

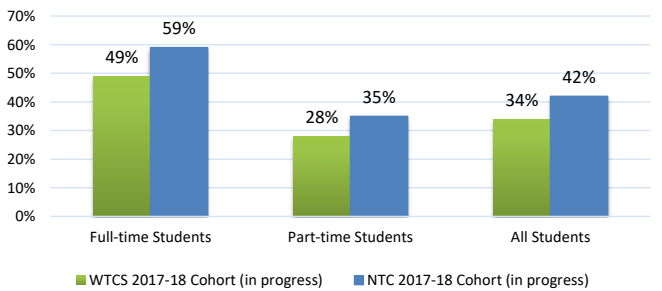
**Credit for Prior Learning - # Credits Awarded (OBF #10)**



**Credit for Prior Learning Mid-Year Summary:**

- Compared to this point in time last year, NTC is down 33 credits in Credit for Prior Learning awarded.
- This year, NTC is not offering Youth Apprenticeship in Merrill.
- NTC is 15% above the WTCS average in number of CPL credits awarded.

**Graduation Rate - All Program Students**



**Graduation Rate Mid-Year Summary:**

- Students who began their program in 2017-18 have through Spring 2020 to complete their program within 3 years
- So far, NTC is at an overall 42% graduation rate, which is 8% higher than the WTCS average at this point in time
- NTC's part-time students have a 7% higher rate than the WTCS average
- NTC's full-time students have a 10% higher rate than the WTCS average
- Compared to last year at this point in time, NTC's full-time student graduation rate is up 6%, and the part-time student rate is even
- NTC is on track to surpass last year's graduation rate of 44%, moving closer to the 50% goal



## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: September 24, 2019

Program Name: Machine Tool Advisory

### Attendees

#### Industry Members

- Craig Lange – Lange Machine
- Gary Christensen - Greenheck
- Brad Cisewski – Point Precision
- Allison Brill – Northwest Tool
- Craig Lang – Northwest Tool
- Don Barta – T & A Industrial
- Kerr Her – Jarp
- Mark Gehring –Lemke Machine
- Rick Nowak – Crystal Finishing
- Dave Russ – Integra Tool

#### NTC Staff:

- Jeff Block – Instructor
- Joe Bonke – Instructor
- Duane Yorde - Instructor
- Greg Cisewski – Dean, School of Advanced Manufacturing and Transportation
- Susan Clark – Administrative Assistant
- Amanda Brzezinski – Business & Industry
- Frank Fernandes – Physics Instructor

#### Other

- Nick Polak – Wausau West High School
- Adam Olson – D.C. Everest High School

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

#### Discussion:

- **BUSINESS & INDUSTRY UPDATE:** Amanda Brzezinski gave the committee an update on what Business & Industry is offering for workshops and seminars. She shared handouts for different training options available for companies in the area. Amanda stressed that Continuing Education is working on offering the common types of new employee training that all employers could take advantage of. They will be offering those on a rotating basis to help businesses to get new employees onboard faster.
- **INDUSTRY TRENDS:** Craig Lange, Lange Machine Tool, shared that Lange Machine will be busy through the end of 2019. The foundry and forging areas are busy as well as mining repair. Lange is reviewing their conceptual drawings for the addition of a 5 axis floor bar and should have installation in the first quarter of 2020. Russ Nowak, Crystal Finishing, stated that their fiscal year will end at the end of September and they have had a good year and are looking at a busy 2020. Crystal has added new equipment and are looking for machinists and welders. Brad Cisewski, Point Precision, stated the company has added new five axis robots which are up and running. Point Precision is looking for high end CNC machinists. The aerospace projects are on hold due to some issues but Precision has not seen any weakening of sales due to this issue. Gary Christianson, Greenheck, stated business has been strong and steady. Greenheck recently opened a campus in Tulsa, Oklahoma. Greenheck has an active group going through production to see what assembly positions can be automated. Ker Her, Jarp Industries, says Jarp is steady and will be busy through the end of the year. They are in the first phase of a three phase process on upgrading the paint line. Currently their valve line is having the longest lead time but overall incoming orders are steady and new equipment has been added. Jarp is looking at automation for 2020 and how to implement. Allison Brill, Northwest Tool said they are having their second busiest year and sales have been very steady. A lot of the suppliers are seeing slowdown but Northwest is still busy with a wide variety of orders. Craig Lang, Northwest Tool, added that some companies are seeing a slowdown near the Milwaukee area but that production seems to be going strong in our area. Adam Olson, D.C. Everest High School, shared that with the passing of a referendum, over 10 million dollars will be spent for the technical education areas of the high school. Adam Olson asked for input from the committee on what equipment to purchase to outfit the new machine tool



labs. He asked members if they felt the labs should be comprised of more manual mills or more CNC equipment. Olson said the plan is to purchase 12 lathes and 8 mills with areas allotted for some mini-mills. Adam felt that the new labs are planned to be open at the end of the year and will be very functional. Dave Russ, Integra Tool and Manufacturing, shared that business is good. Integra installed a new stamping press in May. It looks like Integra will have another good year surpassing the last. Mark Gehring, Lemke Machine, stated the shop is busy. The forecast for 2020 is good due to the number of projects being quoted. Nick Polak, Wausau West High School has good numbers in the technical education classes and the programs are strong. There may be a staffing issue in upcoming years due to the large number of students interested in the trades at the high school level. Don Barta, T&A Industrial Distributors, said his business is doing better than the Green Bay area. They have reduced cycle times and are getting the parts out the door quicker.

- **ENROLLMENT:** Joe Bonke updated the committee on current enrollments and applications for fall 2019. We have three full time students in first semester and three students in third semester. There are four part-time students in Antigo. Machine Tool Apprenticeship has three first semester students, 12 fifth semester students and 7 seventh semester students. We have eight, spring semester, applications at the Wausau Campus and one application in Phillips. Joe asked the committee to provide feedback regarding the marketing aspect of the Machine Tool program. Joe shared that we do summer programs, the GET SMART event, we are offering scholarships, and we have dual credit offerings. Nick Polak, Wausau School District, shared that the high school students are seeing a lot of industries that will hire and train as well as pay for college credits. The consensus of the committee was that the economy has a direct impact on the number of students enrolled in college courses. Allison Brill, T&A Industrial, added that the mass population does not understand what the term “machinist” means whereas other manufacturing jobs such as welding are easily understood by the general public. Adam Olson, D.C. Everest High School, stressed the positive impact that youth apprenticeship has on juniors and seniors at the high school. Kerr Herr, Jarp Industries, stated that he stresses that education is important to any individuals that he hires.
- **GRADUATE OUTCOME REPORT:** Greg reviewed the graduate report for 2016-2018 graduates. There were 23 graduates from the Machine Tool Operations program and 32 graduates from the Machine Tool Technics program. The average wage range for the Machine Tool Operations degree was \$22,932-\$46,800. The average wage range for the Machine Tool Technics program was \$31,200 to \$43,680. The results of the survey show that 100% of the Machine Tool Operations degree are employed and 94% of the graduates for the Technics are employed.
- **METAL MASTERS QUEST:** Jeff Block gave an update on the program which started with six students with several employed. Lange Machine employees one of the students as well as other businesses in the area. NTC is looking to repeat the Metal Master’s Quest training in the summer of 2020 due to its success this past year.
- **MILESTONE PROGRAM:** NTC partnered with CWIMMA on the Milestone Program which trained individuals who wanted to increase their earning potential. The program was available to individuals over eighteen that met certain criteria. The classes included Machine Tool Applications 1 & 2 and readied an individual to be a machine tender. One student went on to enroll in the welding program.
- **FLEXIBLE SCHEDULING:** Greg shared information on the flexible schedule that started for the machine program this semester. We have taken the 20 hours of lab required for the application classes and spread them over a choice of open lab hours. The general education classes and machine tool lecture hours are at set times. The flexible scheduling is being implemented in welding, machine tool and automotive.
- **ADVANCED MANUFACTURING MOBILE LAB UPDATE:** The school is in the early process of writing a proposal for a National Science Grant which is a grant specifically for training Machine Tool Technicians with an emphasis on CNC. Frank Fernandes gave the committee an overview of what writing this grant would entail and some of the equipment, such as the XRF, AFM, CFM, and tensile testers which NTC has in its STEM Center. We are trying to utilize the equipment on the Mobile Manufacturing Trailer especially for rural area students who do not have this equipment in their high schools. The National Science Foundation is wanting to promote STEM activities. The first school to be visited on the schedule is White Lake High School followed by Rosholt High School and D.C. Everest. We are going to invite the high school art and math instructors to visit NTC during manufacturing month to produce items in the machine tool lab. Jeff Block’s role with the mobile trailer will change for the remainder of this school year. His schedule will be cleared so he can spend time visiting area high schools. This will increase the number of classes that can tour the trailer and complete a project with the mills.

- **CAPTIAL EQUIPMENT:** Duane Yorde reported that we have received two new ProtoTRAK mills at the Antigo Campus and two new Renishaw Pro Systems for the Wausau Campus. Funds were also approved to have the mini mills in the mobile lab updated to four axis. Duane asked the committee if they felt our training curriculum should stay with the main emphasis on manual mills or go more toward CNC training. The instructors shared the numbers of mills and lathes that we have in the lab. The committee discussed the pros and cons of manual mills verses CNC machines. The committee was asked what they want to see from an entry level employee and what employers want to see from NTC students. Employers felt that NTC should produce a well-rounded individual with basic knowledge in several areas. Employers can then train that individual to the next level with the equipment they have. It was suggested that the Machine Tool program might benefit from offer more ala carte training in the specialized areas. A committee member suggested that there should be an investigation on whether leasing a mill or any equipment needed would be an option. Craig Lange shared that Mosinee High School recently purchased a Tomak mill.
- **CNC OPERATOR ONE YEAR DIPLOMA:** Joe Bonke asked the committee their input on whether NTC should offer a CNC Operator, one-year, technical diploma. Craig Lange mentioned that simulators might be a choice for training more students in a shorter timeframe. The committee was told that we will show what a one year technical diploma courses would comprised at the next meeting after that aspect has been finalized.
- **CURRICULUM MODIFICATION:** We are changing the math requirement for the future and making it more tailored to the machine tool field. We will eliminate the Applied Math that is currently required for the program and replace it with a math course taught by our machine tool instructors. Mark Snyder offered that several other programs, such as carpentry and welding, are offering a degree specific math that relates to their program areas and this has been promoting student success in math. The committee unanimously agreed that the math requirement for the Machine Tool programs should be changed to Machine Tool Math replacing Applied Math.
- **MACHINE TOOL SPECIFIC COMMUNICATION CLASSES:** Joe Bonke shared that the Communication classes that are required for the program are posing a roadblock for students. It has been proposed that the Machine Tool students would be more successful if we were to offer a communication class that would be specific to the needs of the employee working in the industry. Members of the committee suggested that writing emails and items such as job notes, setup sheets, timekeeping could be covered while showing what communication between departments would look like. Also have students become familiar with and verbal communication between all the entities involved in business. The committee members unanimously agreed that offering a communication class specific to Machine Tool would be beneficial for students.
- **FUTURE ADVISORY COMMITTEE MEETINGS:** The committee agreed that two meetings a year would be acceptable rather than the three meetings that have been scheduled in the past.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: September 24, 2019

Program Name: Marketing/Digital Marketing

### Attendees

#### Industry Members

- Sal Cuomo – Marco Technologies
- Ryan Dallman – County Materials Corp
- Tom Mullaley – Retired/Village of Maine Board
- Dawn Bernatz – Church Mutual Insurance

#### NTC Staff:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College

- Dianne Carroll – Marketing/Business Technology Faculty
- Amy Gajewski – Marketing Faculty
- Vicki LaPorte – Administrative Assistant-School of Business, Community Services & Virtual College
- Yangyee Lor – Student Success Advisor
- Jim Ortiz – Student Success Advisor
- Bonnie Osness – Director of Accreditation & Career Pathways
- Leslie Williams – Administrative Assistant-Continuing Education & Events

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

- **Enrollment Report**
  - We are seeing more enrollments than we have before. There are quite a few more in Digital Marketing with many enrolled in Virtual College because it provides flexibility. There are currently 39 students in the Digital Marketing program with 23 of those enrolled in Virtual College, and the Marketing program has 43 students with 12 of those in Virtual College.
- **Wildly Important Goals (WIGs)**
  - We have a goal to increase program completion. Amy explained there is a lot of personal contact involved and even when students are not in their courses Dianne and Amy stay in contact with students. Amy will send a message just ask how things are going or to give students an idea of which courses they might want to enroll in next semester. We started doing this last fall and many students actually said thank you and appreciated we cared to check up on them. We try to give them little tips and tricks, and make sure they are aware of the resources available to them. We also monitor their progress according to their plan for completion to make sure they are staying on track, and we help revise their plan if something isn't working. For example, a student waited until April to complete her classes last semester. Amy worked with her to create a plan and she was able to complete all of her courses by the end of the semester with some guidance. The advisors are a great help with this too. Starfish is a great communication and tracking tool for monitoring student progress. Dianne noted the information in Starfish can sometime help faculty pickup on reasons why a student is falling behind and we can then help them get back on track or refer them to resources.
- **Technical Skills Attainment (TSA) – Phase 2 Approval**
  - There are scoring guides for four different degrees included with the meeting documents: Digital Marketing, Marketing – Social Media, Marketing – Digital Marketing Promotions, and Digital Internet Marketing. Faculty across the state have worked on the outcomes for these courses so they are the same across the state. What we need to do today is to talk about the process for scoring and completing the required skills in the program courses.
  - Amy explained the students learn all of the competencies and are then assessed on each competency. They complete a semester project to show they have obtained the skills and knowledge for each competency. At the end of the course they have a project for each of the competencies in the course. They save these projects and artifacts in their portfolio to show they have achieved these competencies and learning outcomes. This is the way we check that they have learned all of these outcomes. The portfolio ensures there is consistency through all of the courses students complete through these programs.
  - Ryan asked if there is additional criteria for each point. Bonnie explained the reason it may seem a little generic is because faculty across the state are using the same criteria, so it allows some flexibility to include more detailed criteria. As an example, if one of the criteria would be to understand and describe the purpose of a hashtag, Amy said there would be additional requirements to meet that competency. Bonnie has worked with the faculty to make sure they are covering all of the criteria in each of the courses multiple times. The faculty agreed they are covered several times and emphasize to students to students that they need to complete the assignments and the competencies.
    - **101048 Digital Marketing**
      - **Industry members agree with the scoring guide presented.**

- 301043 Marketing – Social Media
  - Industry members agree with the scoring guide presented.
- 301048 Marketing – Digital Marketing Promotions
  - Industry members agree with the scoring guide presented.
- 301051 Digital Internet Marketing
  - Industry members agree with the scoring guide presented.

**SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

**Fire Services Advisory Committee**

**October 17, 2019 6:00 p.m.**

**Room PS111, Public Safety Center of Excellence, Merrill**

Meeting Date: October 17, 2019

Program Name: Fire

**Attendees**

**Industry Members**

- Jason Minks, Kennan Fire Department (Chair)
- Robert Pound, SAFER
- Steve Meilahn, Retired Fire Chief
- Joe Bozinski, Maine Fire Department
- Phil Skoug, Merrill Fire Department
- Jason Foth, Spencer Fire

**NTC Staff:**

- Kris Grod, Associate Dean of Public Safety
- Gera Peterson, Administrative Assistant

**Other:**

- Angela White, Fire Service Education Director for State of WI (via conference call)

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

**College-Wide Initiatives:**

- Electrical power distribution
- Auto collision certificate
- Automation
- Foundations of Teaching
- Cosmetology
- Gas Utility
- Cybersecurity
- Sports and recreation management.
- IT support professional certificate.
- 2020 Programs—HR specialist, Paralegal, and Civil Engineer.
- Esports
- Spoons

**Industry Trends:****Recruitment & Retention:**

The committee discussed issues that they are experiencing with recruitment and retention of fire fighters. Jason Minks shared that they were having issues recruiting members in the past but that their membership has increased. Overall departments are seeing an increase in the numbers of individuals wanting to be fire fighters.

Angela White, the WTCS Fire Service Education Director, mentioned there are reimbursements for students completing courses in addition high schools receive up to \$500 or students to partake in fire and EMS courses. The purpose of offering the incentive is to provide fire departments with more candidates.

**SPS 330:**

SPS 330 is a rule that requires all Wisconsin fire department members to have completed 60-hours of entry level firefighter training before going on a fire scene. Kris Grod updated the committee on the number of classes that NTC offered to help departments reach this standard.

- **Spring 2019:** 2 Fire Officer classes with 26 students; 2 Entry Level Driver/Operator Part 1 & 2 classes with 45 students; 2 Certified Driver/Operator-Aerial classes' with 18 students.
- **Fall 2019:** 3 Fire Officer classes with 35 students; 6 Entry Level Driver/Operator Part 1 & 2 classes with 69 students; 2 Certified Driver/Operator-Pumper classes with 22 students; 1 Entry Level Driver/Operator-Aerial class with 7 students.
- **Totals:** 5 Officer classes - 61 students; 8 Entry Level Driver/Operator classes - 114 students; 2 Certified Driver/Operator Pumper classes - 22 students; 2 Certified Driver/Operator- Aerial classes -18 students, and 1 Entry Level Driver/Operator-Aerial class - 7 students.

**Wisconsin Fire Service Education Director Update (Angela White):**

- Entry Level Fire Fighter, Fire Fighter 1, Fire Fighter 2, and Hazard Materials Operations will have changes in the practical skills stations. The changes to the stations will not include a change in hours. In addition, these classes will have a new textbooks. Finally, a unit will be added to Fire Fighter 1 which will cover Air Monitoring.
- A Hazard Materials Technician course will be developed in 2020. Development of the course will start in late winter. It is expected that the courses will be ready to run by the middle of 2020. The reason for the course development is to prevent discrepancies in how the class is taught throughout the state. Hazard Materials Technician students will be eligible to receive a certification. The course will be grant funded through Wisconsin Emergency Management.
- The Emergency Service Instructor course will also receive some changes in 2020. A committee is being formed to discuss any necessary changes.
- Kris Grod asked Angela if there would be any updates on the Incident Safety Officer classes. Angela stated that the state office is lobbying for funds to be reinstated funds for the class.  
The 2017 Fire Fighters Grant final report was completed. The 2018 award was just granted. Wisconsin received \$496,000. NTC will receive between \$35,000-40,000 from the grant to purchase new equipment.

Kris shared with the committee that NTC would be using the grant funds to purchase a Bullex Fire Extinguisher Training System, and a bunk bed prop for fire tower.

**Capital equipment purchases:**

- Public Safety received capital equipment money for FY 2019-20 to purchase four additional air packs. In FY 2020-21 Public Safety has received funds to purchase a new fire truck.

**Continuing Education and Business and Industry:**

- Flyers for Continuing Education and Business & Industry classes were provided to advisory committee members.

**SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: 10/18/19

Program Name: Wood Sciences

**Attendees**

**Industry Members**

- Tom Gallenberg (Gallenberg Studio), Todd Braun (Robbins Floor), Ben Zelazoski (Zelazoski Wood Products), Jeff DeLonay (Kolbe & Kolbe), Sean Bennett (Bennett Hardwoods Inc.), T.J. Morice (TNT Ventures LLC)

**NTC Staff:**

- Kris Grod (Interim Dean, ScET), Travis Allen (faculty), Amanda Brzezinski (Learning Coordinator, BIS)

**Other**

- 

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed and approved. A sign-in sheet was circulated.
- Agenda 3: Kris Grod reviewed NTC’s college-wide initiatives, including:
  - New 2018: Electrical Power Distribution Technical Diploma (one year), Auto Collision Certificate (offered in partnership with WDB), Automation Associate Degree (soft launch)
  - New 2019: Automation Associate Degree (official launch), Foundations of Teaching Associate Degree (offered via Virtual College), Cosmetology Technical Diploma (one year), Gas Utility Technical Diploma (one year), Cybersecurity Associate Degree (offered via Virtual College), Sports and Recreation Management Associate Degree (pending state approval), Google IT Support Professional Certificate (partnered with Google)
  - Program Exploration for 2020: Human Resource Specialist, Civil Engineer, Paralegal, Physical Therapy Assistant
  - Potential Reconfigured Programs for 2020: Ag Equipment Repair (8/15/19 listening session), Residential Building (8/20/19 listening session), Auto Collision (9/5/19 listening session)
  - NTC eSports team
  - NTC’s Restaurant, Spoons (part of the Culinary program)
- Agenda 4:
  - Program Information
    - Enrollment Report: Travis Allen reviewed the enrollment data for the program. There were three first semester students, eight second semester students (100% retention), and four part-time students. Additionally, there are two students enrolled in the Hardwood

Manufacturers Certificate (see attached report). Travis has met with prospective students. One was a high student that will likely begin fall 2020. One will begin fall 2019 semester. One will begin in the spring 2020 semester. Another is transferring from another program and may also be in the spring 2020 semester. He explained the program doesn't normally run spring starts, but based on current enrollments, the program will launch a spring start. Graduate Follow-up Report: Of the 18 graduates surveyed, 13 responded. The average hourly wage reported was \$19.41, with an average annual salary of \$41,646. 100% surveyed reported they were employed, with 80% reporting they were employed in their field of study. The annual salary range reported was \$28,080-\$55,080. For more information captured in the Graduate Outcome Report (2016-2018), click [here](#).

- Club Update: The Forest Products Club has been very active club this year. They've produced tic-tac-toe wood game boards for the Wood Technology Discovery Days (10/22-10/23). The club made 350 game boards for the United Special Sportsman's Alliance; a group that hosts an event every summer for terminally ill and/or severely handicapped children. Two NTC students distributed the boards at the event in southwest Wisconsin (July 2019). The club will also have their own version of "Toys for Tots" for the Langlade County area. Four different wood toys will be made for this charity drive. Finally, the students will be creating some solitary game boards for the Wisconsin Veterans Home in Waupaca, WI (click [here](#)). Travis reiterated that this group of students, who were involved with the club last year, are very active and driven.
- Equipment/Facilities/Grant/Marketing
  - Capital Equipment: NTC received a state grant May 2019. With these dollars, the program will be acquiring a Weinig Moulder, a 6-spindle quick change machine, new grinder, optical measuring stand with software. They will do everything in the grinding room and all the information will be transferred to the Moulder. The manual Moulder and manual grinder will continue to be used for training purposes. Along with the grant, NTC is able to fund a full-time Instructional Assistant for two years (Rick Klinner).
  - Vacuum Kiln Update: This equipment was purchased last year. Travis is working with WI DNR and UW-Madison, and the US Forest Service. They have been conducted a lot of research with the vacuum kiln. NTC has been trying to make it an automatic system, as the kiln manufacture states it is. NTC partnered with the WI Economic Development Corporation (WEDC), which provided the majority of the funding to purchase the kiln. The purchase price for the kiln was just over \$100,000. WEDC provided \$40,000 and the manufacturer discounted the price by \$40,000. NTC's commitment was \$28,000 plus installing the equipment. They are making progress and learning a lot about what's happening inside the chamber. Research information will be consolidated and published. Published results are good; currently, third-party information does not exist. The published information will be available through the WI DNR, UW-Madison, and WEDC. Travis reported that they are on their thirteenth charge through the kiln. He will share results with the committee at the spring meeting.
  - Saw Filing Equipment: NTC is developing a 4-week Bandsaw Certificate (Phase 1) and a 3-week Circular Saw Certificate (Phase 2). This is in answer to requests from businesses over the years. The challenge has been balancing the capital investment against the completed credential/outcome. To launch the program, it will cost \$170,000 to purchase Bandsaw

- filing equipment and tools. The equipment will be used and refurbished. Purchasing equipment and tools for the Circular Saw Certificate will cost \$105,000.
- Curriculum/Assessment
    - 10-465-108 SECONDARY WOOD MANUFACTURING is being removed and being replaced with 10-465-164 SECONDARY WOOD MANUFACTURING 1 in both the Wood Science Associate Degree and Wood Technology Technical Diploma:
      - ***The advisory committee approved the change to the curriculum as presented.***
    - 10-465-110 MOULDER, SHAPER AND GRINDING TECHNOLOGY is being removed and being replaced with 10-465-165 SECONDARY WOOD MANUFACTURING 2 in both the Wood Science Associate Degree and Wood Technology Technical Diploma
      - ***The advisory committee approved the change to the curriculum as presented.***
  - Continuing Education/Business & Industry Initiatives: Amanda Brzezinski reviewed the services provided by the Business & Industry team. The team provides custom training solutions for industry to develop incumbent worker skills. The attached flyers detail upcoming events and training opportunities. She also shared that the team is always seeking adjunct faculty to deliver customized training onsite. For more information, please contact Amanda at [brzezinskia@ntc.edu](mailto:brzezinskia@ntc.edu).
  - Industry Trends
    - Sean Bennett shared the hardwood lumber sector is currently struggling.
    - TJ Morice shared there is a lot happening in the wood energy sector. There's a huge project in the southeast USA that is moving forward. The project will attempt to utilize materials from Hurricane Michael material (200 million acres). A similar project is taking place in Arizona. He stated that the USA doesn't know how to maximize biomass energy. Wood pellet inventories were cleared out last year. This means that demand will increase shortly.
    - Todd Braun shared the sports flooring side is a small market (niche) that doesn't change dramatically year to year. His worst to best year swings approximately 15%. Residential market is significantly larger. The solid flooring market continues to lose market share. He's aware that some of the larger flooring enterprises are divesting from solid flooring. He estimates that 50% of the solid flooring businesses in the market are up for sale. He shared that even with these organizations divesting, it's not as bad as the primary market. Market/economy is currently influencing costs of materials. The sports flooring sector is flat. The solid flooring market has been negatively impacted by design trends. Engineered flooring is overtaking solid flooring. Vinyl plank continues to take market share from other products.
    - Jeff DeLonay shared the window and door industry still seeing building going on. The fall is generally busier than mid-summer. Forecasts for construction in general indicates the market will flatten soon. He is being advised that the flattening will take place during 2020-2021. In contrast, the remodeling market is thriving. As people stay in homes longer, wood products associated with remodeling will bolster the industry (doors, windows, kitchen cabinets, etc.). Overall, windows and doors are performing well.
    - Ben Zelazoski shared that in the custom/specialty market a couple of years ago, they experienced a flattening in certain products acquired by the home consumer. Traditionally, this time of year experiences a slowing down period, however, they are still receiving inquiries. They have standard customers that they continue to supply. Companies are still ordering, just not at the previous volume. The challenge is in making up the deficit.
- Agenda 5: The next meeting is scheduled for Wednesday, May 13, 2020, 8:00 – 9:30 AM.



## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

**Meeting Date:** October 22, 2019

**Program Name:** Welding

### Attendees

#### Industry Members

- Dan Apfelbeck, ADC Equipment Innovations
- Jeff Dums, Enerquip
- Jake Graf, Imperial Industries, Inc.
- Jeremy Brewster, Schuette Metals
- Larry Krueger, Siemens Water Solutions
- Anthony Schmidt, Schuette Metals
- Joe Yelle, ADC Equipment
- Trent Weik, Enerquip
- Brad Miller, Merrill Steel
- Ron Shampo, Agra Industries

#### NTC Staff:

- Greg Cisewski, Dean
- Adam Zogata, Welding Faculty
- Dan Grabko, Welding Faculty
- Robert Leafblad, Welding Faculty
- Brandon Loertscher, Welding Faculty
- Veronica Hope, Welding Faculty
- Susan Clark, Administrative Assistant

#### Other

- Adam Olson – D.C. Everest High School

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

#### Discussion:

- **CONTINUING EDUCATION / BUSINESS AND INDUSTRY INITIATIVES:** Greg Cisewski offered an overview of the classes and workshops offered by Business & Industry and Continuing Education. We have classes that include Supply Chain Management, Critical Core Business Skills, team building, leadership and Lean Sigma. Business and Industry can offer employers contract training or continuing education classes tailored to fit the needs of a specific business. Contact Business and Industry for more information on their offerings.
- **INDUSTRY TRENDS:** Joe Yelle, ADC Equipment Innovations, shared that business is strong. He is seeing a lot of requests for cost reduction which shows customers have a bit more time on orders that they did previously in the year. ADC employs about 53 welders across two shifts and 15 salesman across the Midwest. Dan Apfelbeck, ADC, added that the company added a large paint booth enabling them to do powder and wet spray paint. Dan is seeing a lot of time spent on continuous improvement which is making everything work well. Adam Olson, D.C. Everest, shared that the school is in the middle of construction of new technical education shops. This facility will be a great addition for students. Currently, students from D.C. Everest, including four juniors and 12 seniors, are going through a Welding Academy at NTC with Robert Leafblad. Adam stressed that Youth Apprenticeships are an excellent opportunity for a business to recruit employees. Chris Weinkauf, Goetsch's Welding, stated that business is a bit slow at the end of the year has had a very good year. Goetsch's added a large paint facility and have added an outside salesman. Goetsch's is working on diversifying and running two shifts. Trent Weik, Enerquip, stated that business and sales are strong. They are maintaining employees with their workflow. Jeff Dums, Enerquip, said they saw a bit of a drop in the dairy industry but increased market share in Canada for dairy and pharmaceuticals. Tony Schmidt, Schuette Metals, stated that business remains strong and they are hiring in all areas. Currently they employ 53 welders. They added a robot last month and are looking at adding another robot in the future. Schuette Metals is working on their branding and they have an established community outreach committee. Jake Graf, Imperial Industries, is seeing a bit of a slowing down in their industrial line but commercial is still busy. Imperial is currently running three shifts and employees about 175 welders. Chris Brooks, Imperial Industries, shared that they have started a third division which is a tank inspection

service. They are also going to start doing their own installations. Brad Miller, Merrill Steel, said business outlook is very good. Merrill Steel had a little lull in the summer after they finished the Raiders Stadium but business is currently strong with a large number of bids going out for projects in California in 2020. The company has found that their social media presence is important. Merrill Steel employs approximately 85 welders and is hiring. Ron Shampo, Agra Industries, said business has been a little slow this last quarter but overall business is steady. Currently, Agra has a couple of interns in the shop learning to weld. The challenge has been getting welders to follow the procedures to meet requirements for the WPS welds. Agra employs approximately 50-75 welders. Larry Krueger, Siemens, stated that business has taken off recently with business from Canada. Siemens employs about thirteen welders, three electricians, ten contract welders, three contract electricians and they are looking to hire employees. Mark Synder, A&B Process Systems, stated that business is strong going into the fourth quarter and they are seeing a large number of orders in the pharmaceuticals area. A&B Process Systems employee approximately 200-210 welders.

- **ENROLLMENT REPORT:** The Wausau campus has 29 students enrolled in the Technical Diploma program. There are ten students enrolled in the Associate's Degree program. The evening and flexible sections have twenty-three students attending. The Antigo Campus has four night students attending. The Phillips Campus has six students in the Technical Diploma and 18 in the High School Welding Academy. The Wausau Campus has seven applications for the spring 2020 semester. The Antigo and Phillips campuses only have fall program starts. D.C. Everest High School has been holding their Welding classes for the fall semester at NTC due to the remodeling being done on their technical education labs. DC Everest feels their remodeling will be completed in time for the spring semester classes.
- **GRADUATE FOLLOW-UP REPORT:** The Graduate Report was shared with committee members by Dan Grabko showing them employment statistics for the class of 2016-2018. For the Welding technical diploma there were 108 graduates with 58 responding to the survey. Ninety-five percent of the students are employed with 77% employed in the industry. The average hourly wage reported was \$15.44 per hour with an annual salary range of \$28,080 to \$48,100. The survey for the two year associate degree showed 20 graduates with eleven responding to the survey. The graduates were 100% employed with 80% in the industry. These students reported an hourly wage of \$16.91 an hour and an average yearly wage range of \$23,920 to \$52,000.
- **SOFT SKILLS PANEL:** Robert Leafblad gave an overview of the Soft Skills Panel that will be held this week. Robert thanked the individuals that are participating in this semester's panel which include Tony Schmidt, Schuette Metals, Brook Stankowski, Merrill Steel, Mandy Landwehr, Imperial Industries, Mark Synder, A&B Process Systems, and Rick Matson, Greenheck. The Soft Skills Panel is held to allow students to hear from potential employers on the importance of soft skills. Students are told about proper business attire and the proper way to present themselves. This panel will be renamed in the future and called the Success Panel. Adam Olson, D.C. Everest, asked if the soft skills panel could be video-taped and shared with the high school technical education instructors. Adam Zogata will see if that can be arranged. There was a committee discussion of cell phone usage on the production floor. The rules regarding usage by employees was varied by company.
- **UPCOMING EVENT:** We have a workshop that will be held this week for high school math and art teachers showing how manufacturing is integrated into many areas. Our hope is that these instructors will share the information on career opportunities in the manufacturing. The hope is to have more of these workshops in the future. Ron Shampo added that the heavy metal tour was run differently at his plant with displays showing how tools are used and how production progresses through the plant. Mark Synder shared that A&B hosted an event showing teachers how manufacturing works and it was well received. Dan Grabko is working with the Boy Scouts on a three day event making a small scale wood splitter for kindling. Vern shared that the Girl scouts will be added to this event this year. The Girls Make It Great event has several girls coming back for a second year. With this in mind, we will offer an advanced camp for these girls. Vern asked for businesses to volunteer for the industry tour part of this event. Vern thanked ADC and Applied Laser for volunteering their facilities for tours for the past two years. Any committee members can contact Veronica if your business is willing to host a tour.

- **JAIL TRAINING UPDATE:** The construction at the Marathon County Jail has impacted our training onsite. The training that would have taken place this fall was cancelled. The construction is on schedule and should be completed in December. The spring training will go forward as scheduled. We are starting training with six students at the Taylor and Price County Jails. The inmate response has been great but the approval process has been a challenge. Greg gave an overview of how to keep these inmates going forward into a welding career. We need to give these individuals more guidance with housing and job opportunities when they are released. Adam said it is imperative to give these individuals a pathway to achieving a career path. This past summer, at the Phillips Campus, we had a group of ex-offenders sponsored by the Northwest Development Board out of Ashland complete Intro to Welding, a blueprint class and the first three credits of the GMAW degree.
- **CURRICULUM/ASSESSMENT:** We are focusing on making our welding classes flexible for individuals working on a welding degree. We have gone through our curriculum and have changed the majority of the classes into one credit classes. These changes have helped students' progress through the curriculum more efficiently. These changes apply to the one year welding technical diploma. The faculty has spent a lot of time on the curriculum for these one credit classes. Students can attend the open welding lab at various times throughout the day to complete their lab hours. Veronica provided the committee a progression of classes for the welding process courses such as GMAW, SMAW, GTAW, and FCAW. The committee unanimously approved the new, one credit, and curriculum for the Welding Technical Diploma.
- **CAPITAL EQUIPMENT:** The capital equipment list for this year included a plasma table but due to the amount of funds needed for this piece of equipment we have decided to revise that request and use those funds for a brake press at the Phillips Campus. This will allow us to have the CNC Applications class at the Phillips Campus rather than having the students drive to the Wausau Campus. The committee was asked for their approval of the redistribution of these capital funds for a brake press rather than a plasma cutter. The committee approved the use of funds for the purchase of the brake press for the Phillips Campus.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: 10/23/19

Program Name: Mechanical Design Engineering

### Attendees

#### Industry Members

- Carl Dahm (Greenheck Fan Corp.), David Groshek (Aiolite/Greenheck Fan Corp.), Rick Kulawinski (Aiolite/Greenheck Fan Corp.), Shane Herdt (Imperial Industries), Roger Clark (Imperial Industries), Mike Sagstetter (Greenheck Fan Corp), Dan Luoma (Luoma Design Solutions), David Williamson (A--Team Machine)

#### NTC Staff:

- Bryan LaVigne (faculty), Brad Schinker (faculty), Kris Grod (Interim Dean, ScET), Tracy Brewer (Business Development Manager)

#### Other

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

- Agenda 1: All present introduced themselves and the organizations they represent
- Agenda 2: The minutes were reviewed and approved. A sign-in sheet was circulated.
- Agenda 3: : Kris Grod reviewed NTC's college-wide initiatives, including:
  - New 2018: Electrical Power Distribution Technical Diploma (one year), Auto Collision Certificate (offered in partnership with WDB), Automation Associate Degree (soft launch)
  - New 2019: Automation Associate Degree (official launch), Foundations of Teaching Associate Degree (offered via Virtual College), Cosmetology Technical Diploma (one year), Gas Utility Technical Diploma (one year), Cybersecurity Associate Degree (offered via Virtual College), Sports and

- Recreation Management Associate Degree (pending state approval), Google IT Support Professional Certificate (partnered with Google)
  - Program Exploration for 2020: Human Resource Specialist, Civil Engineer, Paralegal, Physical Therapy Assistant
  - Potential Reconfigured Programs for 2020: Ag Equipment Repair (8/15/19 listening session), Residential Building (8/20/19 listening session), Auto Collision (9/5/19 listening session)
  - NTC eSports team
  - NTC's Restaurant, Spoons (part of the Culinary program)
- Agenda 4: Tracy Brewer reviewed the services provided by the Business & Industry team. The team provides custom training solutions for industry to develop incumbent worker skills. The attached flyers detail upcoming events and training opportunities. She also shared that the team is always seeking adjunct faculty to deliver customized training onsite. For more information, please contact Tracy Brewer at [brewer@ntc.edu](mailto:brewer@ntc.edu).
- Agenda 5:
  - Program Information
    - Enrollment Report: Brad Schinker reviewed the enrollment report (see attached). He was excited to report that the program was full this semester with 24 first-semester students. For spring 2020, MDET will launch offering the program via Virtual College. They are working closely with the academic advisor to fill the VC sections. The plan is to offer a traditional program start during the fall semester and a VC program start during the spring semester. This will be discussed in further detail later in the meeting.
    - Graduate Follow-up Report: Brad Schinker reviewed the data captured in the report. The report captures the number of graduates surveyed and the associated data. Of the 48 graduates surveyed, 34 responded. The average hourly wage was \$18.61, with an average annual salary of \$40,326. 95% reported they were employed, with 90% reporting they were employed in their field. The annual salary range reported was \$29,120-\$56,441. For more information captured in the Graduate Outcome Report (2016-2018), click [here](#).
    - Internship Opportunities: Bryan LaVigne promoted the opportunities and value-add partnership with employers to provide a great learning experience for the students. He shared that internships are preferred to the design project. He thanked those employers who had taken internships this semester. He encouraged members to reach out to him, should they're organization have interest in bringing on an intern. He explained the win-win opportunity as employers provide a great learning experience for the student while having the chance to evaluate whether the student would be a good fit within their organization upon graduation. To connect with Bryan, email him at [lavigne@ntc.edu](mailto:lavigne@ntc.edu). He also recommended that employers visit TechConnect (<https://www.wisconsintechconnect.com/>) and submit employment/internship opportunities.
  - Curriculum/Assessment
    - Spring Start transition to Virtual College: Bryan LaVigne reviewed the Virtual College pathway that will be offered Spring 2020. The faculty have been slowly transitioning the classes to the VC platform. Thus far, the process has been a positive one as some classes (i.e. Solidworks) are offered this semester in this platform. The biggest challenge is addressing student procrastination. The faculty are learning how to provide feedback in a virtual format, advice, encourage, motivate and manage their students as the processes deviate from a traditional student experience. Bryan pointed out on the transition plan that some classes will only be offered VC moving forward, while other classes will be offered in

either VC or a traditional modality. Brad Schinker explained that the mathematical analysis classes will be offered in either format. However, some of the processes classes, for example, will be offered via VC because the video content available through different online resources are so robust that it makes sense to deliver the class online once the Canvas shell is developed. Bryan explained the extensive use of videos, from lectures to how-to's when it comes to challenging assignments. He believes he gets more questions via email than he ever received in class. Brad shared that he set up a Google Voice number to receive texts. He reported that he receives a number of questions via text. He's contemplating make the first assignment of next semester one involving the student sending him a text with their name in it. That way, he has their information in his phone, which will provide one more avenue to explore when connecting with students.

- Chairperson for Committee: Dan Luoma has agreed to be the Chairperson for this committee effective at the Spring 2020 meeting.
- Industry Trends: Overall, all advisory members reported that their particular industry was experiencing tremendous growth and activity. Business is progressing very well. Many stated they had acquired interns only to hire them upon graduation. Additionally, many members were interested in continuing their partnership with NTC by providing a location where interns could learn and prosper.
- Agenda 6: Topics to be discussed at the next advisory committee include ABET Accreditation and a tour of the new facilities (Arena, Studio Max, and Spoons, Move to Manufacturing site and new F-building configuration). The next meeting will take place 4/15/20, 4:00 – 6:00. The additional time is to allow for touring the new facilities.

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

*Meeting Date: November 5, 2019*

*Program Name: Early Childhood Education*

### **Attendees**

#### **Industry Members**

- Amy Faust – Newman Catholic Early Childcare at St. Therese
- Nicole Guthrie – Marathon County Head Start Program
- Terese Baier – D. C. Everest School District

#### **NTC Staff:**

- Sara Bartelt – Associate Dean-School of Business, Community Services & Virtual College
- Amy Denissen – Virtual College Advising Specialist
- Jared Eggebrecht - Director of Business & Industry
- Melissa Fetting – Faculty, Early Childhood Education
- Rachael Loucks – Faculty, Early Childhood Education
- Angela Reimer – Program Development and Reporting Specialist

#### **Other**

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

- There are 94 active students at this time, eight of which are fully online. Currently, there are five students enrolled in spring 2020, and 21 accepted students for fall 2020.
- 1-Year Technical Diploma programs are an embedded certificate within the associate degree program, which meets the majority of the associate degree program requirements. Once obtained, students can continue to complete the associate degree if they choose, while simultaneously working and earning an income.
- The trend continues for students to enroll in 2-year programs at NTC and then complete their bachelor's degree at a 4-year college in Educational K-12 programs.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 5, 2019

Program Name: MLT/Phlebotomy

### Attendees

#### Industry Members

- Dawn Barten, CLS Program Director, UW Stevens Point
- Staci Buatti, Specimen Processing Lab Associate, PreventionGenetics
- Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital
- Denise Kellner, Phlebotomy Technician, Diagnostic and Treatment Center
- Kristi, Krajewski, Laboratory Supervisor, Ascension, St. Michael's
- Sylvia Lambrecht, Technical Director, Blood Center of Northcentral Wisconsin
- Mike Lawton, Manager of Laboratory Services, Aspirus Langlade Hospital
- Julie Seehafer, Director Lab Education, Marshfield Clinic
- Tonia Sromek, MLT/POC Coordinator, Aspirus Medford Hospital Lab
- Cory Sullivan, MLS, Ascension Good Samaritan Hospital
- Amber Timm, Lab Technical MLS Supervisor, Diagnostic and Treatment Center

#### NTC Staff:

- Laura Ahonen, MLT/Phlebotomy Program Director and Faculty
- Janet Baumann, Associate Dean of Health
- Valerie Natzke, MLT/Phlebotomy Faculty
- Bonnie Osness, Directory of Accreditation and Career Pathways
- Rich Wilkosz, BioMed Faculty
- Amanda Brzezinski, Learning Coordinator Business and Industry and Continuing Education

#### Other

- Nicole Rehwinkel, MLT Student

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

- Phlebotomy: Fall semester, 13 students enrolled in the Phlebotomy Program. One student dropped due to getting into the nursing program, and two other students were not successful in courses and did not move on to the clinical. Therefore, 10 students are moving on to the phlebotomy clinical.
- MLT: In second year, we have five students (all should be moving on to clinicals in January) and for first year we have 11 students.

- NAACLS performed their site visit for the MLT Program on October 23 and 24, 2019. We have zero concerns! One of our areas of strength was the strong support from our clinical partners. Their pleasure in the quality of the program was evident by reported hires of program graduates. The site visitors from NAACLS also stated that the amount of instrumentation was outstanding and very recognized by the program graduates. The MLT program will not receive their official program award until approximately April, however, we are expecting to be awarded the maximum 10 year accreditation award.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 12, 2019

Program Name: Accounting

### Attendees

#### Industry Members

- Glen Erdman – MBE CPAs
- Lisa Fenhaus-Johnson – Graebel
- Rob Gilles – County Materials Corporation
- Laura Imhoff – Imperial Industries
- Amy Janke – Marathon Cheese
- Keith Koszarek – Wipfli
- Traci Leffel – Rocket Industrial

#### NTC Staff:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Lynn Geier – Adjunct Faculty, Accounting
- Sara Hill – Faculty, Accounting
- Yangyee Lor – Student Success Advisor
- Cynthia Reinert – Faculty, Accounting
- Kou Yang – Faculty, Accounting

#### Other

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

- **Industry Trends**
  - Keith and Glen indicated their organizations are moving to hire those with 4 year degrees in Accounting. Keith said they want to figure out how to get people to start at NTC to get a solid foundation and then move on to complete a bachelor's degree.
- **Enrollment update**
  - There are 59 students in Accounting and 19 students in the Accounting Assistant program. Spring registration opened last week and we are already up 4 FTEs which is the equivalent of 4 students, which is exciting.
- **Progress Update on Accounting Capstone (Revisions and piloting class in spring 2020)**
  - We wanted to reformulate the Accounting 4 course to make it more valuable to students moving on to pursue a 4 year degree. What we talked about was incorporating a national certification to validate the skills in the course. It was going to increase the cost for the students by about \$500 but with the initiative to reduce costs for students this option did not fit. We found a different option which is a certification with the National Bookkeepers Association (NBA). The exam may be required, or it may be that we prep them and encourage them to take the exam on their own. Rob feels if students are required to do it that takes

away the differentiating factor. Those who actually take the exam will be the ones showing the extra initiative when they didn't have to complete the exam. The competencies look reasonable. Amy thought it would be nice to see some cost accounting included. We are hoping to run this class for the first time in January. The committee is interested to receive follow up on this course during the next meeting.

- **Piloting Faculty Mentoring**
  - Cynthia mentioned the Accounting faculty have been asked to connect with students more directly, we call it faculty mentoring. It doesn't replace the relationship with Yangyee as the academic advisor, it's more of a supplement and a way for faculty to connect with the students and build a relationship.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 12,

Program Name: Electrical Power Distribution

### Attendees

#### Industry Members

- Don Bohlin, Wisconsin Public Service
- Josh Reitz, Alliant Energy
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#### NTC Staff:

- Greg Cisewski, Dean, School of Agricultural Sciences, Utilities, and Transportation
- Susan Clark, Administrative Assistant
- Marc Cegielski, Instructor
- Bobbi Lee, Learning Coordinator

#### Other

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

#### Discussion:

- **CONTINUING EDUCATION/BUSINESS TRAINING:** Amanda Brzezinski explained what the Business and Industry Division can do for employers. Handouts were distributed on upcoming seminars and workshops in leadership, soft skills, new employee training, or refresher training needed in the field. The committee was asked to contact Amanda if they have any training or continuing education needs.
- **INDUSTRY TRENDS:** Don Bohlin, Wisconsin Public Service, shared that the company will have approximately 10-12 vacancies for this next year. A number of these vacancies will be filled internally. WE Energies will be looking at about 24-26 vacancies. Both companies hire once a year. WPS hires a large number of contractors to complete line projects. Typically job postings are posted internally in January and then externally near the end of February. Josh Reitz, Alliant Energy, shared that possibly 10-15 employees will be hired with their annual posting. The Gas Utility section would possibly post for six employees. There was discussion on the companies seeing a lot of underground work verses overhead.
- **ENROLLMENT REPORT:** Currently, the program has twelve students enrolled. The program takes fourteen students each year. The program starts in July each year with truck driving classes. Enrollments are taken on a first come, first serve basis for each semester and there is a wait list for this program. There are approximately 20 applications for the fall semester. The committee was informed that in February of 2020 the requirements for Truck Driving training will be changing. The current group of students is regionally localized and very strong.
- **PROGRAM UPDATE:** Greg gave an update on recent changes for the EPD program. The program was initially started at the Center for Public Safety in Merrill but due to the high volume of facility usage in Merrill and the need for poles to be set into the ground, the program was moved to the farm. To make the area around the poles more like the real world, we have added roads around the field where the poles are set. The classroom building will be



outfitted with five benches and pallet racking on the west wall of the building for storage. There was a discussion on the demand for locators in the industry. WPS does hire some locators.

- **EQUIPMENT UPDATE:** Marc Cegielski shared that he has a need for a single axle pole trailer. Also looking for a reel trailer with hydraulics or pony motor possibly with a brake. The program could also use a deck over equipment trailer. The program is always in need of poles. Committee members will consider what they may have to meet these needs. Committee members were asked to consider donating items to the program if the item is going to auction site or being discarded. Next year's equipment list will include a more modern digger.
- **CURRICULUM AND ASSESSEMENT:** Marc is in the process of updating the curriculum. Greg shared that the order of classes and how the student's progress through the classes will be changed. A class that needs digging as part of the course should be completed early in the progression of classes before the ground freezes. We are changing class Field Training 2 to Field Training 1 since this course involves training that needs to be done early in the fall season. Likewise, the safety classes need to be renumbered so student complete the curriculum in Line Electrical Safety 2 before Line Electrical Safety 1. The committee agreed that the classes should be renumbered and renamed to meet the needs of the program.
- **COURSE OVERVIEW:** Marc gave an overview of the Line Electricians Field Training 2 course. He showed how the course progresses through the material and how the learners are assessed. Success skills were reviewed and how these are evaluated for each student.
- **FACILITY TOUR:** Committee members were given a tour of the EPD training areas at the end of the meeting.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 14, 2019

Program Name: HealthCare Business  
Administration/Medical Coding

### Attendees

#### Industry Members

- Ashley Downing – Northcentral Healthcare Center
- Sheri Knutson – Aspirus, Inc.
- Beth Radtke - UMR
- Shelley Stokosa – Aspirus, Inc.
- Jennifer Underwood – Aspirus, Inc.
- Tiffany Woytasik - UMR
- Mary Jo Zeise - UMR

#### NTC Staff:

- Sara Bartelt, Associate Dean, School of Business, Community Education & Virtual College
- Amanda Brzezinski, Learning Coordinator, Business & Industry
- Amy Dennisen, College Advising Specialist
- Sara Nickel, Faculty
- Donna Wesenick, Faculty

#### Other

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

- There are 13 spring 2020 applications for Medical Coding and three for Healthcare Business Administration. Medical Coding enrollment decreased by less than 1%. Healthcare Administration increased more than 1%.
- The spring 2019 Medical Coding TSA results were shared. The TSA used is a mock coding certification exam modeled after the American Health Information Management Association (AHIMA) Certified Coding Associate (CCA) exam. All eight students who took the exam passed for a 100% pass rate. This is compared to a national pass rate of 66% for the actual CCA exam.

- Curriculum changes to the state aligned Medical Coding and Health Information Management programs will result in a change to the Medical Coding program. One course is being increased from two credits to three credits as a result of an increase in competencies in the area of healthcare reimbursement and revenue management. The change will be effective in fall 2020.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 14, 2019

Program Name: Supply Chain Management

### Attendees

#### Industry Members

- Russell Stowell – A&B Process Systems
- Scott Pettit – Waukesha Bearings
- Deniale Steffen – Woods Equipment
- Marty Robbins – Marathon Cheese
- Joshua Ford – Wausau Window & Wall Systems
- Kevin Muraski – Wausau Coated

#### NTC Staff:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Jared Eggebrecht – Director, Business & Industry
- Jim Ortiz – Student Success Advisor
- Angela Reimer – Program Development and Reporting Specialist
- Kurt Swanson – Faculty, Supply Chain & Leadership Development

#### Other

- Zsuzsanna Riese – Supply Chain Management Student

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

- **Industry Trends, Overview of Company Opportunities, Skills, Competencies and HR Needs**
  - Industry members expressed the need for education in supply chain management field in addition to experiences, and it's becoming necessary to advance. Project management and continuous improvement are areas of importance in this industry. Several industry members also expressed interest in Youth Apprenticeship.
- **Program Information/Enrollment/Curriculum/Assessment**
  - We are in the fourth semester of the program with two students likely graduating. There are 17 students in the associate degree and 3 in the technical diploma. The awareness of the program is really growing.
  - There is an update in the Project Management course, which Scott also mentioned. The focus of our Project Management degree is on the predictive side of project management and the people side of it. The test for the project management certification is going to be changing, with the new exam covering 50% process, 42% people, and 8% business environment. Scott agreed the largest parts are understanding the processes and people. Kurt said there is now a Certified Associate in Project Management (CAPM) certification which is very similar to what they had before so we are looking for feedback to see if industry members find it's beneficial for employees. Joshua noticed there is a continuous improvement courses in the program. Project management is a big piece but he sees continuous improvement leveraged a lot too and he works very closely with the CI manager in his organization. Russell feels continuous improvement and supply chain go hand in hand. Deniale said having project management is

always helpful. Kevin feels people stand out when they have the skills and certifications. It's beneficial to have the additional exposure.

- **Supply Chain Specialist Embedded Technical Diploma**
  - An embedded technical diploma includes courses that are fully embedded within the associate degree program. It allows students to get smaller credentials and that is where education is going. The purpose is for people to get into an entry level position or for people in industry to work on gaining that education piece. They can obtain the technical diploma and can continue to build on that degree in the future if they choose. We need to receive feedback to let us know if there are jobs out there and what type of jobs you might have for someone who obtains this degree. Would you hire them with this credential? We need to make sure there is a job at the end of the degree in order to gain approval. The course list includes Business and Leadership Development courses but the majority of the credits are specific to Supply Chain Management.
  - Joshua is sure they have teams without any of the knowledge outlined for this program, so yes, he would hire someone with these skills. Deniale said she would hire someone with these skills but likes to see experience as well. Russell would hire someone coming in with these skills in a heartbeat. Marty struggles with how his organization looks at getting this education, they need to see there are opportunities and there is a pipeline. He thinks this is a fantastic idea and will try to educate people to push this.
  - Angela will be sending a survey asking for job titles and other information related to opportunities with this degree. We would appreciate honest feedback

## **SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET**

Meeting Date: November 15, 2019

Program Name: Human Services/Substance Use Disorder Counselor (SUDC)

### **Attendees**

#### **Industry Members**

- Rochelle Alger – Girl Scouts of the Northwestern Great Lakes
- Michelle Hazuka – Pathways Counseling, LLC.
- Dakota Kaiser – Northcentral Healthcare Center
- Katie Lines – Women’s Community, Inc.
- Melissa Moore – Marathon County Health Department
- Caylee Nichols – Positive Alternatives, Inc.
- Alicia Weix – Division of Juvenile Corrections

#### **NTC Staff:**

- Sara Bartelt – Associate Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean, Business & Industry
- Dr. Tammy Gorski – Faculty, Human Services
- Libby Heideman – Virtual College Advising Specialist
- Dan Knoblock – Faculty, Human Services
- Christina Lucas – Faculty, Human Services
- April McHugh – Faculty, Human Services
- Sue Priebe – Faculty, Psychology
- Kimberly Waltz – Faculty, Sociology

#### **Other:**

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

- There are 287 students enrolled in Human Services and SUDC programs this year, with 27 admissions for spring 2020. The enrollment is up 12.5% from last year, which speaks volumes to the fantastic current team of instructors.
- There are 51 students in the Human Services and SUDC program NTC shares with Fox Valley Technical College (FVTC).
- State-aligned curriculum changes for the Substance Use Disorder Counselor program was shared.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 19, 2019

Program Name: Gas Utility & Constuction

### Attendees

#### Industry Members

- Derek Heikenen, NCWWDB
- Josh Wild, Lakes Gas Company
- Matt Murphy, Wisconsin Public Service

#### NTC Staff:

- Greg Cisewski, Dean, School of Agricultural Sciences, Utilities and Transportation
- Susan Clark, Administrative Assistant
- Josh Fenske, Instructor
- Jared Eggebrecht, Business & Industry

#### Other

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

#### Discussion:

- **GRADUATE REPORT:** The Graduate Outcomes Report for 2016-2018 was distributed.
- **CONTINUING EDUCATION/BUSINESS TRAINING:** Jared Eggebrecht explained what the Business and Industry Division can do for employers. Handouts were distributed on upcoming seminars and workshops in leadership, soft skills, new employee training, or refresher training needed in the field. The committee was asked to contact Jared Eggebrecht if they have any training or continuing education needs.
- **INDUSTRY TRENDS:** Jason Wild, Lakes Gas Company, shared that in the propane industry is seeing a large number of individuals retiring. Jason would like the students coming out of this program have hands-on experience with pressures, gases, and safety. Matt Murphy, Wisconsin Public Service, shared that there are some distribution changes at WPS including more directional boring and hydrovacating. Compression fittings have become obsolete and fusion and welding are now being used on mechanical fittings. Members added that regulations for the industry have not changed over time. Committee members agreed that the curriculum of study at NTC is very comprehensive and will prepare students for employment. Committee members shared how employees are placed in positions with regard to their years of service with other companies and education. Applicants at WPS are tested with a written test and a hands-on component. WPS contracts all their directional drilling but WE Energies does some of their own drilling. Jason Wild said that the individuals applying for the propane industry jobs require a hazardous materials endorsement.
- **ENROLLMENT REPORT:** The program has five students enrolled. It is anticipated that these five students will continue through the spring semester and graduate in May. Committee members felt that having students graduate in June would fit the hiring done in this area.
- **CURRICULUM UPDATE:** Josh distributed a handout showing the competencies for Field Training 1,2,3, and 4. It was shared that training is done on locating, wire soldering, confined space training, distribution systems and service installation as some examples. Handouts were distributed regarding the progression of classes and

curriculum modifications needed in the program. Classes will begin with a summer session for truck driving and proceed to a Field Training 1 for four weeks in August. The fall semester of 2020 will have Field Training 2 and 3 with Field Training 4 in the spring semester of 2021. These changes will graduate students by April of each year. The committee reviewed the curriculum modifications highlighted in red on the handout and approved the curriculum as shared. It was mentioned that the students will have exposure to a variety of mapping. Matt Murphy volunteered to share the mapping symbology used by WPS. Committee members agreed that the curriculum being shared by the instructor will make the student well prepared for employment.

- **FACILITIES UPDATE:** Committee members were given a tour of the training area.
- **CHAIRMAN ELECTED:** Matt Murphy is the newly elected Chairman of the committee.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 20, 2019

Program Name: Foundations of Teacher Education

### Attendees

#### Industry Members

- Glenda Butterfield-Boldig – White Lake School District
- John Hagemeister – Bridges Virtual Academy
- Nathan Lehman – Mosinee School District
- Melanie Rine – Antigo
- Dr. Steven Kolden – Colby District
- Dr. Kim Hall – D. C. Everest School District
- Clint Rogers – Antigo School District
- Joe Svitak – Wausau East High School

#### NTC Staff:

- Sara Bartelt – Associate Dean-School of Business, Community Services & Virtual College
- Amy Dennisen– Virtual College Advising Specialist
- Melissa Fetting – Faculty

#### Other

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

- The Foundations of Teacher Education program is 100% on line through NTC's Virtual College.
- State aligned classes and curriculum are now being taught at all 16 colleges. These changes provide consistency and allow students to be eligible to have their emergency substitute license upon graduation, as well.
- Dual credit courses are being developed and will soon be offered: Intro to Educational Practices and Technology in Education. This will promote interest for high school students to ladder into our program.
- NTC is developing articulation agreements with a few regional UW colleges that will accept our students at a junior level.

# SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: November 22, 2019

Program Name: Radiography

## Attendees

### Industry Members

- Valerie Alft, Supervisor & Clinical Instructor, Ascension Good Samaritan Hospital
- Michele Butalla, Regional Radiology Manager, Marshfield Clinic – Wausau Center
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Beth Hallas, Supervisor, Diagnostic and Treatment Center – Radiology
- Amy Roberts, Aspirus Wausau Hospital Radiology, NTC Clinical Instructor
- Mike Worzalla, Radiology Team Lead, & Clinical Instructor Marshfield Clinic – Wausau Center
- Staci Zdroik, Radiology Team Lead & Clinical Instructor Ascension St. Michaels – via phone

### NTC Staff:

- Janet Baumann, Associate Dean of Health
- Marianne Rhodes, Radiography Program Director and Faculty
- Marie Hofer, Science Faculty
- Heidi Nichols, CT Program Director – Virtual College
- Bonnie Osness, Director of Accreditation and Career Pathways
- Amber Schuck, Clinical Coordinator/Radiography Faculty

### Other

- Lauren Odegard, Radiology Student

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

- The Radiography Program has found success utilizing the Starfish student progress alert system.
- A Pre-radiography course is being developed to help students in our interested pool determine if this is the correct career choice.
- Program outcomes were altered with the new state aligned radiography curriculum. They were approved by the advisory board.
- 2019 Radiography graduates had a 100% pass rate on their outside credentialing examination.
- NTC continues to offer Computerized Tomography (CT) programming to senior radiography students and outside candidates. Students that completed this optional content last year were early hires.
- Radiation protection is being debated in the field of Radiography. Utilizing lead shields for patients during diagnostic testing may not be necessary and may be removed from standard practice guidelines.

## SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: December 10, 2019

Program Name: Graphic Video Advisory Committee

### Attendees

#### Industry Members

- Todd Baeten, Wausau Police Department
- Mike Busch, Worzalla Publishing
- Vicky Baker, Eastbay
- Scott Reindl, Reindl Printing
- Elizabeth Kysley, Wausau East High School
- Mike Beck, U.S. Workstories

#### NTC Staff:

- Greg Cisewski, Dean, School of Agricultural Sciences, Utilities and Transportation
- Susan Clark, Administrative Assistant
- Andy Somers, Instructor
- Dan Seanor, Instructor
- Jordan Innes, Instructor

#### Other

- 

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

#### Discussion:

- **BUSINESS & INDUSTRY:** Greg Cisewski shared that Business and Industry can provide customized education opportunities. Several entities can come together and share the cost of a customized training session. Greg answered questions on customized training. If members would like more information, they were directed to contact the Business and Industry staff whose contact information was on a handout included in the meeting packet.
- **INDUSTRY TRENDS:** Mike Busch, Worzalla Publishing, is having a good year. Wozalla is growing and hiring employees. They have added a press and are expanding their building with a new binary line. Currently, production is working 12 hour days with a schedule of four days on and four days off. R.R. Donnelley is now part of LSC Communications. Quad Graphics is selling their book business, which is leading to increased sales for Worzalla. Stock prices are down for both LSC and Quad. Mike Beck, US WORKSTORIES, said business is good and steady. Mike said video is in demand as part of a marketing mix for many businesses. He is using high-end DSLR video cameras as well as an iPhone. Scott Reindel, Reindel Printing, said business is picking up and is due in part to their new HR Director. They have hired another individual in the digital department so they now have two graduates working in that department which are extremely good employees and well trained. Vicky Baker, Eastbay, shared that currently they have one opening. They converted one of their spots to a coordinator position. Their new online shopping area has gone under a conversion and the customer can now enter their order and generate their own proofs. This will allow the artists to spend the majority of their time on custom art. Todd Baeten, Wausau Police Department, reported that the video production graduate that they hired as a Community Communications Officer is now moving on to employment elsewhere. He stated that the video that he published on the internet had almost a million viewers. He has been a great asset to the department during his time in Wausau. This individual also updated the department's stock photo library portraying various aspects of the department. Elizabeth Kysley, Wausau School District, shared that UW Madison is having their engineering students do a video component to their degrees. She also shared how the school district is scheduling and how students take graphics classes. Discussion was had on the cost of a four year degree and how we NTC can show a cost savings to recruit students to the school. Advisory members felt that students want a hands-on project when they tour their industries. There was a consensus that summer camps are a good recruiting tool for our programs.
- **ENROLLMENT REPORT:** Dan Seanor shared that the program has 25 active students. Jordan Innes reported that Video Production has 61 active students enrolled in the face-to-face, online, and Virtual College classes. Students are being shared between the Graphics and Video programs. Committee members were asked to contact Dina

Kilinski if they are interested in sponsoring a Lunch & Learn event to talk to students about the employment opportunities at their companies.

- **SHOWCASE STUDENT PROJECTS:** Dan Seanor shared pictures of the third semester students wrapping the Advanced Manufacturing Mobile Lab with stunning graphics. The students also wrapped a semi-trailer for the Truck Driving program. See-through graphics were used on the windows. Materials cost about \$750 to \$800 for each project. These two projects were a great experience for students and they enjoyed it.
- **UPDATE ON NEW SCHEDULES:** Andy Somers shared information on the lab classes that have been scheduled with eight week sessions rather than sixteen weeks are doing wonderfully. The students feel the scheduling change has benefited them. The students are more engaged due to the increased blocks of time for each class. Some of the general education classes may have to continue on a 16 week schedule to promote student success in those areas. Andy also gave the committee members an overview of the Canvas software that is used to track student progress.
- **ADVANCED PRESS CLASS OVERVIEW:** Andy gave the committee members an overview of the online learning system, called Canvas, which is used to track student progress. Canvas is also how students access the modules that the students access for their particular classes. Members were given an overview of the advanced techniques for offset, flexo and digital along with two and four color work, press sheet layout and maintenance. Students are asked to decide on a campaign which is a topic that then they can produce a complete package including all of the print items needed as well as a website with videos.
- **VIDEO PRODUCTION ON LOCATION CLASS OVERVIEW:** Jordan Innes gave a PowerPoint overview of this first semester class which introduces students to cinematography and visual storytelling. Students learn the basics of camera operation and the technologies used with video editing equipment. Most of the taping in this class is done outside of the studio setting. Students are learning what cameras are available to them and what type of cinematic elements can be used. They learn how to make their video professional quality. The goal of the class is for the students to have something to include in their portfolio which shows they understand their equipment and the work flow of a project. Students did a welding video project as well as produce a video for the NTC Employee Giving Campaign. This year, a first semester student won the bronze prize at the Unknown Film Festival.





Date	Event	Troy Brown	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
<b>2019</b>										
<b>July 8</b>	<b>Annual Organizational Meeting</b>	X	X	E	X	X	X	X	X	X
July 18-20	WTC DBA Summer Meeting (Rice Lake)						X			
<b>Aug 6</b>	<b>Regular NTC Board of Trustees Meeting</b>	X	X	X	X	X	X	X	X	E
Sept 11	A Day for NTC Students (Medford)					X				
<b>Sept 17</b>	<b>Regular NTC Board of Trustees Meeting</b>	E	X	X	X	X	X	E	X	X
Sept 25	A Day for NTC Students (Antigo)									
Oct 16-19	ACCT Leadership Congress (San Francisco, CA)						X			
<b>Oct 22</b>	<b>NTC Board &amp; NTC Foundation Joint Lunch Regular NTC Board of Trustees Meeting</b> (Merrill Public Safety Center of Excellence)	X	X	X	X	X	X	X	X	E
Oct 30 – Nov 2	WTC DBA Fall Meeting (Pewaukee)						X			
<b>Dec 3</b>	<b>Regular NTC Board of Trustees Meeting</b>	E	X	X	E	E	X	X	X	X
Dec 5	Scholars & Donors Reception									
Dec 14	Mid-Year Commencement (Grand Theater)	X	X	X			X	X	X	
<b>2020</b>										
<b>Jan 14</b>	<b>Regular NTC Board of Trustees Meeting</b>	X	X	X	X	X	X	X	X	X
Jan 16-18	WTC DBA Winter Meeting (LaCrosse)									
<b>Feb 11</b>	<b>Regular NTC Board of Trustees Meeting</b>									
Feb 9-12	ACCT National Legislative Summit (Washington, D.C.)									
<b>Mar 3</b>	<b>Regular NTC Board of Trustees Meeting</b>									
Apr 2-4	WTC District Board Assn. Spring Meeting (Milwaukee)									
<b>Apr 7</b>	<b>Regular NTC Board of Trustees Meeting</b>									
Apr 30	Scholars & Donors Reception									
<b>May 5</b>	<b>Regular NTC Board of Trustees Meeting</b>									
May 7	A Day for NTC Students (Wausau)									
May 16	Commencement (Wausau West Fieldhouse)									
<b>June 9</b>	<b>Regular NTC Board of Trustees Meeting</b> (Public Budget Hearing at Noon, Regular Meeting at 1:15pm)									
<b>MONDAY July 13</b>	<b>Annual Organizational Meeting</b>									

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

Abbotsford, Tribune-Phonograph



## New CNAs earn diplomas at **NTC**

Seven students recently completed their certified nursing assistant (CNA) technical diploma at **Northcentral Technical College's** Spencer Campus this December. From left to right, are instructor Barbara Isaacs, Alise Birr, Courtney Schoen, Rita Lew, Breuna Schultz, Amya LaMarr, Addie Hall and Sara LaSee. The CNA degree consists of both classroom and clinical labs, and prepares learners to perform basic nursing skills under the supervision of a nurse for job entry as nursing assistants and home health aides in health care agencies.

*SUBMITTED PHOTO*





Calendar of Events  
 Wisconsin judge orders up to 100K more masks produced  
 Antigo Daily Journal



LIONESSE SCHOLARSHIP—Olivia Krause, a 2019 graduate of White Lake High School, was the recipient of a \$1,000 from the McCaslin Lioness Club based in Lakewood.

She is shown receiving her award from Patty Earnest, left, and Til Pleva, scholarship committee members. Krause is studying nursing at [Northcentral Technical College](#) in Wausau.



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# NTC partnership to bring esports to Badger State Games

As the popularity of esports (electronic sports) continues to grow, a local technical college has helped it become a part of Wisconsin's premier athletic showcase.

Northcentral Technical College (NTC) has partnered with the Badger State Games to make esports a part of the series of events. The Badger State Games take place in Wausau.

The esports portion of the Badger State Games will include live video game competitions in "League of Legends," "Rocket League" and "Super Smash Bros. Ultimate."

The esports competition will be Feb. 15 and 16 at NTC's Wausau campus' esports arena.

"Athletes can register four-person teams four-person teams to compete in League of Legends and Rocket League. Up to 16 teams will be seeded in these competitions with payouts going to the teams that place in the top three," Kelsi Seubert of NTC wrote in a Jan. 8 press release. "Additionally, athletes can register individually to compete in 'Super Smash Bros. Ultimate.'"

It will be a double-elimination competition, thus ensuring each participant plays three games. All who register for the esports



Submitted photo

**Northcentral Technical College's esports arena will be the site of the Badger State Games' first-ever esports competition later this month.**

competition will receive a Badger State Games t-shirt.

"We are so excited to expand the Badger State Games by adding esports through our partnership with NTC," said Nick Ockwig, Badger State Games event

director. "We couldn't have asked for a better esports partner or facility to welcome athletes."

For more information or to register, go to [badgerstategames.org](http://badgerstategames.org).





COMMUNITY LIVING



### Guyer graduates from police academy

Northcentral Technical College (NTC) is pleased to announce Isaac Guyer of Stratford graduated from NTC's Criminal Justice-Law Enforcement 720 Academy on Dec. 20, 2019. Leaders from Northcentral Technical College's School of Public Safety stand with Guyer following the commencement ceremony in Wausau. Pictured, from left to right, are Sara Gossfeld-Benzing, dean of NTC's School of Public Safety; instructors Brian Fiene, Matt Kecker and Paul Clarke; and Guyer.



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Leaders from **NTC's** School of Public Safety stand with graduate Rebecca Marchant of Campbellsport following the commencement ceremony in Wausau. Those pictured are, front from left, Sara Gossfeld-Benzing, Dean of **NTC's** School of Public Safety; Rebecca Marchant, Campbellsport; back row, Brian Fiene, instructor; Matt Kecker, instructor; and Paul Clarke, instructor.

-photo submitted

## Marchant Graduates From **NTC's** Law Enforcement Academy

**Northcentral Technical College (NTC)** is pleased to announce Rebecca Marchant of Campbellsport graduated from **NTC's** Criminal Justice - Law En-

forcement 720 Academy on December 20, 2019.

The Criminal Justice - Law Enforcement 720 Academy prepares learners to enter the workforce as police offi-

cers or deputy sheriffs in the state of Wisconsin. Graduates are able to demonstrate tactical skills, conduct investigations and manage emergencies.



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## STUDENTS EARN CNA DEGREES AT NTC'S PHILLIPS CAMPUS



PHOTO SUBMITTED

Six students completed their Certified Nursing Assistant (CNA) Technical Diploma at [Northcentral Technical College's](#) Phillips campus this December. The CNA degree consists of both classroom and clinical labs, and prepares learners to perform basic nursing skills, under the supervision of a nurse, for job entry as nursing assistants and home health aides in health care agencies. Pictured from left, are: Jennifer Jontry, Michelle Bridge, Brittany Hawn, Kennedy Bloomer, Robin Wirsing, Barbara Wolf, and (front) [NTC](#) instructor, Heather Lontcoski. For more information about the upcoming class beginning Feb. 18, 2020, call 715-339-4555.



# Manufacturing is a major part of the county economy

Manufacturing has always been an important tier in the state and local economy. Wisconsin is very much a state where people make things and this trend follows through to Taylor County where locally-based industries remain national players in manufacturing across a spectrum of areas.

Taylor County, like much of the northern third of the state, has an extensive logging tradition. Wood from the region helped build the great cities of America through the beginning of the 20th century. While those old logging camps are a thing of the past, their legacy lives on through value-added wood products produced locally.

### Weather Shield

Weather Shield has grown into a market leader in the window and door industry by putting the wants of customers first. This philosophy remains at the heart of everything the company does.

Edward "Lee" Schield began Weather Shield in Medford in 1955 with a vision. He used his own personal savings to purchase aluminum extrusion parts. He assembled them, by hand, into storm doors and sold his products to homeowners in the Central Wisconsin area. Schield soon expanded his business by calling on con-



Strong corporate citizenship has helped make the area strong. Whether it is representatives from Nestlé Pizza Division presenting a donation for an inclusive playground project or serving meals at the Senior Health and Wellness Fair, the entire community benefits from the generosity and corporate stewardship.

tractors and while the number of orders continued to increase, the foundation of becoming a leading manufacturer of windows and doors was underway.

Today, Weather Shield remains family-owned, with three generations actively involved in the day-to-day operations of the company. Weather Shield continues to grow and thrive by striving to offer only the highest quality products. Over

the years, dedication to innovation has grown the company into one of the nation's leading window and door manufacturers.

In addition to being a major employer in the region, Weather Shield has an ongoing commitment to energy conservation and the environment.

From glazing options that maximize energy efficiency and personal comfort,

to reducing natural resource consumption through the availability of FSC certified woods, Weather Shield works to ease the burden on the environment not only through their products but also through their production facilities.

Weather Shield has been recognized by Wisconsin Manufacturers and Commerce with a "Business Friend of

See ENERQUIP on page 8



## ★ Enerquip builds off of a culture of service leadership to grow

Continued from page 6

the Environment Award” for the company’s innovative pollution prevention and greenhouse gas emission reduction efforts.

### Enerquip

“Probably the biggest change occurred in 2011 when control of the company was basically turned over to more longtime employees of Enerquip,” stated CEO Jeanne Deml.

“That was the beginning of the current management team,” she continued.

Deml continued on to speak about the culture that Enerquip has developed in the past 10 years and how important it is to the staff to maintain that culture.

“We expect a lot, but in turn, we give a lot,” stated Deml.

With the culture change has come a change in the type of employees Enerquip will hire. Deml stated that Enerquip is looking for employees who mesh well with the culture in order to create a better work environment.

Director of sales and marketing, Ron Herman said another big change in the past 10 years is the services Enerquip is able to provide for customers.

“Outside of the food, beverage and dairy industry, we entered into the pharmaceutical market and now we are one of the leading suppliers in the world of the pharmaceutical market,” said Herman.

Herman went on to mention that Enerquip is now also involved in the renewable energy market, chemical refining market and the CBD market.

Production manager, Tim Strebig spoke about the renovations to both the outside and inside of the Enerquip building.



Jeanne Deml (right), president/CEO of Enerquip has led the company through tremendous growth. She credits the strong employee work ethic as being a key to the company’s success.

“We basically gutted the whole office, redid the whole office and on the outside, updated it, put some windows in for the employees,” explained Strebig.

He also said Enerquip has updated their machines in the past 10 years to remain efficient.

Enerquip has also put to use two storage towers in the last decade. The large storage tower is 56 feet tall and can hold 200 tons of material.

“We’ve actually had people from all over the Midwest come and visit us to look at that storage tower,” said Strebig.

Director of human resources and accounting, Shanna Scheithauer has also been busy in the past 10 years. Scheithauer was responsible for creating a play-book consisting of 31 plays that Enerquip employees swear by.



“We do a lot of stuff to grow the management team and grow the people within the company,” said Scheithauer.

She then explained that Enerquip will sometimes have NTC come in and teach a class just to help the employees continue to grow.

“I’d say the regulatory standards in most of the industries that we serve have evolved,” stated Herman when asked how the heat exchange industry has

changed.

Herman also said that because the regulatory standards change, so do the machines required to do the jobs.

Deml chimed in and mentioned that employee safety has evolved in the past 10 years. Jobs are beginning to require more dangerous machines, so naturally safety requirements are changing as well.

She also mentioned that the internet

# THE STAR NEWS PROGRESS 2020

## Educational opportunities provide firm foundation for economic success

Education provides the base for economic growth.

Modern workplaces need workers who are trained not only to do tasks today, but who are able to think and quickly adapt as technology brings innovation and opportunity to workplaces in the future.

The area's school systems provide a firm educational foundation. The schools work closely with employers to make sure that students are prepared as they enter the workforce or continue on to higher education.

Even before young people enter grade school, education is a major part of their lives. Sand Box Childcare and Preschool is a major child care provider in the Medford area.

Sand Box is a nationally certified childcare facility with more than 40 years experience in serving the people of Taylor County. The facility has achieved five-star ratings in the state's YoungStar program recognizing high quality standards within child care settings. SandBox works closely with area industries and

workplaces to meet the childcare needs of their workers while also preparing youngster to excel in school and in life. A firm foundation in early is a pathway to future success.

This education is continued through educational opportunities in the area's three public school districts and two religious-based schools.

School districts such as Rib Lake Public Schools use project-based learning as well as extensive dual-credit programs to give their students a leg up when it comes to job opportunities in the future. Schools seek to build partnerships to ensure that students are graduating with the skills and knowledge needed to succeed.

[Northcentral Technical College \(NTC\)](#) works with learners from high school to those seeking retraining later in life. [NTC's](#) new Medford Campus offers a state of the art learning experience that blends classroom instruction with hands-on work.

Over 60 associate degrees or technical diplomas and nearly 50 certificates can be earned entirely on the Medford campus, while over half of the courses for many other [NTC](#) programs can also be completed in Medford.

Some popular programs in Medford include: nursing, nursing assistant, health care business services, accounting, early childhood education, medical assistant, human services, information technology, business management, emergency medical technician, health navigator and medical coding specialist.

Area businesses are also able to tap into the resources of the UW-System



Rib Lake students Jolee Gehrke, Riley Johnson, and Ollie Robisch work with cell compound at a summer science camp held at the Mortgridge Institute for Research on the UW-Madison campus. Even in a rural county, students have access to top-tier educational opportunities.



[NTC](#) moved into its new Medford campus building in 2014. The building provides state of the art learning opportunities allowing students in Medford to participate in classes around the college district and beyond. The number of programs offered at Medford has steadily grown.

and the regional universities that serve as economic hubs. The Medford Area Development Foundation and Medford Area Chamber of Commerce has partnered with the Small Business Development Center at UW-Stevens Point to provide educational opportunities and guidance for those seeking to open new businesses in the area. This is an invaluable resource to promote economic growth in the region.



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# Prentice Ambulance hit by EMT shortage

Prospective EMTs can sign up for beginner EMS class at [NTC Phillips Campus](#) up until Jan. 28 start date

BY **STEPHANIE HAMMOND**  
For the Review

With the enrollment deadline nearing for the most recent locally offered EMT basics course, the Prentice Ambulance Service was facing what Prentice Village President and Price County Supervisor Bruce Jilka identified as a critical shortage of EMTs.

The ambulance service oversees emergency medical response efforts for the southern third of Price County, a territory covering around 525 square miles, according to info shared by Jilka.

He places the number of personnel needed for adequate emergency response coverage of the area on a 24/7 schedule at 12 or more; the Prentice Ambulance Service has recently been operating at about half that staffing level. Compounding the coverage difficulties, a number of remaining EMTs are located in outlying areas, which Jilka noted greatly impacts the response time of the service.

“When we are short-staffed, we are forced to rely on mutual aid agreements with neighboring services to respond, causing even further delays and a burden for them,” as explained by Jilka.

Eileen Kronberger, director of the Central Price County Ambulance Service (CPCAS), noted that all of the ambulance services in Price County maintain mutual aid agreements with other EMS providers, meaning they have a duty to assist other services when their help is needed. At this point, the Prentice Ambulance Service has been the only EMS

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Medford, The Star News

# Still not too late to register for NTC classes

You don't have to wait until the fall semester to begin a program at Northcentral Technical College (NTC). To help you register for spring classes, NTC is expanding admissions hours during Spring Registration Days this January. Admissions staff will be available to answer questions about NTC's 190 plus industry-driven programs and help students enroll in spring classes, including flexible online classes delivered through NTC's innovative virtual college. Anyone who drops in can also apply for financial

aid or talk to a career coach about choosing a program that leads to a rewarding career.

Spring Registration Days:  
Underway through Thursday, January 30  
NTC's Medford Campus  
Monday–Thursday: 7 a.m. – 9 p.m.  
Friday: 7 a.m. – 5 p.m.

Spring Registration Days are also underway at NTC's main Wausau Campus and regional campuses in Antigo, Spencer and Phillips.



# Wausau Pilot & Review

MORE NEWS. LESS FLUFF. ALL LOCAL.



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## Badger State Games partners with **NTC** to offer Esports competition

*Published on January 8, 2020 in Community*

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WAUSAU – A high-tech sport has been added to the Badger State Games this winter through a partnership with **Northcentral Technical College**.

Esports will feature gaming competitions in League of Legends, Rocket League and Super Smash Bros Ultimate, which will be held at **NTC's** Wausau campus in the esports arena Feb. 15 and Feb. 16.

Athletes can register four-person teams to compete in League of Legends and Rocket League. Up to 16 teams will be seeded in these competitions with payouts going to the teams that place in the top three. Additionally, athletes can register individually to compete in Super Smash Bros Ultimate. This double-elimination competition will guarantee three games for each athlete and also includes payouts to the top three finishers. All athletes who register for esports will also receive a Badger State Games T-shirt.

Esports registration is underway for the Badger State Games at [www.badgerstategames.org](http://www.badgerstategames.org).



# NEWSWATCH 12

## Your Northwoods News Leader

WJFW 12 / WJFWDT 12.1

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

### Classes at NTC aim to fix truck driver shortage

Submitted: 01/23/2020

**Merrill** - Trucks move almost 71% of all manufactured and retail goods delivered across the United States. But, people willing to drive them are in short supply. Twelve people, including Mitchell Bratz, spend five hours a day, four days a week traveling around the Northwoods. But, not for the reason you may think.



"I'm in the electrical power distribution program at NTC and part of that course consists of getting my CDL," said Bratz.

CDL - meaning a Class A commercial driver's license to drive semi-trucks. Student Austin Wolfgram has been practicing 90 degree turns, parallel parking, and inspecting over 200 points on the 72-foot long vehicles.

"We get a well-rounded taste of what it's going to be like in the real world of trucking," said Wolfgram. "They do a good job here preparing you for what you need to know out on the road, situations that you're going to run into."

Wolfgram sees advantages in joining a field with lots of available positions.

"It's especially important in areas where you don't have a lot of newcomers," said Wolfgram. "There's a lot of retiring workforce, especially in the utility industry."

Instructors like Michael Sewell at Northcentral Technical College have decades of experience in the truck-driving industry.

They take a hands-on approach, making sure the drivers they send on the roads know how to stay safe alongside Wisconsin families.

"I don't want just anybody driving a truck around them, so I want to have a hand in making sure that the people driving the large vehicles around here are as safe as they can possibly be," said Sewell.

Students make road trips across the Northwoods to cities like Antigo, Minocqua, Wausau, and Rhinelander.

"Just accessibility for students is nice," said Bratz. "I live in the Wausau area so it's real easy for me to sign up for classes and get to school."

Written By: Maya Reese

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

# Evers outlines 2020 Legislative goals

Thursday, January 09, 2020 1 p.m. CST by Michael Leischner

1.9.20 Evers in Wausau 1

WAUSAU, WI (WSAU) -- Democratic Governor Tony Evers says he was a schoolteacher in another life, so it's only appropriate that he assigns "homework" to state legislators ahead of the 2020 session.

Not everyone was impressed with the assignments, or the tone with which they were delivered.

Evers used two press conferences in Wausau and Eau Claire to announce his priorities for the upcoming session on Thursday. Some of those priorities included legislation that would eliminate the dark store property tax loophole, increased funding for mental health services, and more protections for victims of sex crimes.

"As a teacher turned Governor, I thought it would be appropriate to assign the legislature some homework to completed before adjourning this spring," said Evers. "Today I am asking the legislature to get to work and pass these bills that have already been introduced in either one of the two houses, and many of them have bipartisan support."

Evers also released a letter to lawmakers spelling out his priorities. Following the release, at least one high-ranking Republican called shenanigans.

"...giving a coequal branch of government "homework" in a condescending letter won't help him grow support for an agenda with Senate Republicans. The tone of this letter is ridiculous," tweeted Senate Majority Leader Scott Fitzgerald, adding that he thought he had a good meeting with Evers last week where the two went over those priorities.

In addition to outlining those bills, Evers also challenged lawmakers to work together on new bipartisan legislation including measures to help out farmers struggling with low commodity prices and to investigate sexual assault and harassment claims within the National Guard.

Evers was joined at Wausau's Northcentral Technical College by State Senator Jon Erpenbach who said he thinks it is possible to get those bills passed but says a lack of voting sessions in recent years concerns him.

"We are in session, I think, one day this month," said Erpenbach. "If you take a look at the history of the amount of time we have been in session passing legislation, it's dwindled session after session after session.

"Schools need money, broadband [internet] is a huge issue in this state, and our family farms are in crisis," he added. "Homelessness, nobody, Republicans included, disagree on that issue. Yet, they wouldn't come in and deal with it in special session when the Governor called us in."

Erpenbach said he thinks that's due to Republican's current desire to simply block whatever Evers is proposing.

When asked if Evers planned to call another special session on two gun control bills in 2020, he said his office is still weighing that option. Following the Governor's comments, Erpenbach doubled down and called the GOP out again.

"What the Governor is proposing, is what Wisconsinites want. If you look at the number of people who support common-sense gun safety laws, it's overwhelming. Yet, at the same time, Republicans gaveled in and gaveled out."

He went on to blame Fitzgerald, who's running for a US congress seat this fall, for putting up roadblocks so he can "thump his chest and say 'see I told you so,'" to help him win the primary or general election.

"At the end of the day, that doesn't do anything to create greater opportunity for everyone here in Wisconsin from one end of the state to the other," added Erpenbach.

Evers also commented on one piece of legislation being proposed that would set English as the official state language, saying he doesn't think the bill will survive adding he promises to veto it if it does make it to his desk.

"We are a diverse state and we speak many languages. I don't know what problem this solves, other than to offend some people," he said.

A similar measure was introduced seven years ago, however, it did not make it out of Committee.





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

### ***Gov. Evers reflects on first year in office, addresses concerns over bipartisan issues***

Submitted: 01/09/2020

**Wausau** - Gov. Evers came to Northcentral Technical College in Wausau Thursday. He spoke with press about his first year accomplishments, goals for the future and current concerns.



Gov. Evers expressed his frustration with republican legislators, claiming they've avoided bringing up a number of important issues.

"The republicans in the legislature have already signaled that they only plan to meet a few times this year," said Gov. Evers. "I would argue the people of Wisconsin deserve better. They deserve elected officials who will show up and get things done."

Evers was joined by state senator Jon Erpenbach, who supports the governor's efforts to bring democrats and republicans together over certain issues.

"We are not as divided as a state as the republicans may have you think," said Sen. Erpenbach. "We agree on a lot of stuff. On those issues we agree on, there's legislation ready to go."

One of the biggest talking points of Thursday's press conference was the issue of water contamination. Last year, the city of Rhinelander shut down two city wells due to PFAS contamination concerns.

Evers said water contamination is one of many issues both parties can agree upon. He added that working together to pass clean water laws could help bridge the gap between democrats and republicans.

Written By: Peter Dubois

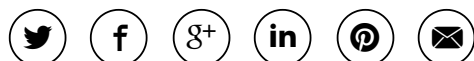
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Wednesday, January 22, 2020



# Intelligent.com Announces Best Community Colleges Programs for 2020

## Share Article



Degree holders gain increased earning potential with career opportunities upon graduation from these top ranked institutions.

### SEATTLE (PRWEB) JANUARY 15, 2020

Intelligent.com, a trusted resource for online degree rankings and higher education planning, has announced the Top 60 Community Colleges Programs for 2020. The comprehensive research guide is based on an assessment of 286 accredited colleges and universities in the nation. Each program is evaluated based on curriculum quality, graduation rate, reputation, and post-graduate employment.

The 2020 rankings are calculated through a unique scoring system which includes student engagement, potential return on investment and leading third party evaluations. Intelligent.com analyzed 286 schools, on a scale of 0 to 100, with only 60 making it to the final list. The methodology also uses an algorithm which collects and analyzes multiple rankings into one score to easily compare each university.

Students who pursue any one of these programs can expect to gain employment much quicker in comparison to candidates without a degree. In addition to accessibility and cost, the steady job growth in this market is one of the many reasons Intelligent.com researched and ranked the Top Community Colleges Programs. To access the complete ranking, please visit: <https://www.intelligent.com/best-online-community-colleges/>.

2020 Community Colleges Programs featured on Intelligent.com (in alphabetical order):

Albany Technical College  
Anoka-Ramsey Community College  
Arkansas Northeastern College  
Barton County Community College  
Bismarck State College  
Bladen Community College  
Broward College  
Brunswick Community College  
Bucks County Community College  
Carl Albert State College



Casper College  
Cedar Valley College  
Central Piedmont Community College  
Cerro Coso Community College  
Citrus College  
Coastal Pines Technical College  
Cochise College  
Colby Community College  
Community College of Aurora  
Copiah-Lincoln Community College  
Cossatot Community College of the University of Arkansas  
Cowley College  
Craven Community College  
Cuyahoga Community College  
Daytona State College  
Eastern New Mexico University  
Fayetteville Technical Community College  
Florida State College at Jacksonville  
Forsyth Technical Community College  
Gaston College  
Georgia Southern University  
Ivy Tech Community College  
Mesa Community College  
Mid-Plains Community College  
Minnesota State Community & Technical College  
**Northcentral Technical College**  
Northern Virginia Community College  
Northwest Florida State College  
Northwest Mississippi Community College  
Ocean County College  
Odessa College  
Ozarks Technical Community College  
Palo Alto College  
Piedmont Technical College  
Pitt Community College  
Quincy College  
Rowan College at Burlington County  
Santa Barbara City College  
Sauk Valley Community College  
Seminole State College  
Shoreline Community College  
Sinclair Community College  
Southeastern Illinois College  
Southern Arkansas University Tech  
Tarrant County Community College  
Trident Technical College  
Tulsa Community College  
Waubonsee Community College  
Wayne Community College  
Wiregrass Georgia Technical College

About Intelligent.com

Intelligent.com provides unbiased research to help students make informed decisions about higher education programs. The website offers curated guides which include the best degree programs as well as information about financial aid, internships and even study strategies. With comprehensive, user-friendly guides and hundreds of program rankings, Intelligent.com is a trusted source among students and prospective students. To learn more, please visit <https://www.intelligent.com/>.



# NEWSWATCH 12

## Your Northwoods News Leader

WJFW 12 / WJFWDT 12.1

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

### Northcentral Technical College hosts human trafficking forum

Submitted: 01/21/2020

**Wausau** - A forum at **NTC** Thursday evening featured experts from the community answering questions regarding human trafficking.



According to the National Human Trafficking Hotline, more than 60 cases of human trafficking were reported in Wisconsin in 2018.

Information from the session is based on the results of a survey sent out by Wausau PD and "The Women's Community" in 2019.

According to the survey, it shows there is a misunderstanding of the definition of human trafficking and how to identify victims.

Brenda Bayer is an advocate from "The Women's Community" she said local organizations need to come together to help fight human trafficking.

"We're in the beginning stages, maybe intermediate stages, and we'd like to continue to go forward," said Bayer. "To get better as a community, that takes the community members, individuals and the system partners to work together."

The event was held as part of Human Trafficking Awareness Month.

Bayer said Wausau is still growing which poses further potential human trafficking problems, she and other organizations are actively working to learn how to best serve possible victims.

Written By: Zack White

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



## Northcentral Technical College opens Studio Max Salon and Spa

 January 27, 2020  6:34 pm [Amanda Lojewski](#) NEWS, TOP STORIES, WISCONSIN NEWS WAUSAU, Wis. (WAOW) -- Monday morning the doors to Studio Max Salon & Spa, \_\_\_\_\_ opened to the public.

Cosmetology is a growing career field, but with a need for more cosmetologists. Dean of the School of Business at [Northcentral Technical College](#), Brandy Breuckman said, "I have never seen a program put through our economic modeling software that came back with such high job demand. We found that not only are there a lot of current jobs but there's a lot of projected job growth in the next 5 to 10 years."

Opening the salon and spa at [Northcentral Technical College \(NTC\)](#) up to the public is aimed to do just that.

"We're super excited to have this state of the art facility where we have amazing state of the art product for the students," said Scott Staples, Cosmetology Faculty at [NTC](#).

It's a place where students can get hands-on experience while sharpening their skills during the program, which is three semesters long.

"So first semester they learn kind of the fundamentals of the foundations, now we're implementing them in more of a real-life scenario so that's them on the clinic floor. Third semester will be more in the business like actual business application as well so what is it like to start a business what are the options in business what is inventory control what do you have to worry about when you're getting into business."

But why combine the two? Staples said, "the state law says that you can actually open a salon and be your own business person once you graduate from cosmetology school."

And the salon's not only for the students, but for the faculty as well.

"I don't have to wait until they leave here until they graduate to see them on the job, we get to see them practicing their skills right here," said Breuckman.

Studio Max Salon & Spa is taking appointments, for more information, click [here](#).

# Wausau Pilot & Review

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## NTC announces Law Enforcement Academy graduates

*Published on January 8, 2020 in Schools*

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WAUSAU – Northcentral Technical College has announced several area students graduated from NTC's Criminal Justice – Law Enforcement 720 Academy on Dec. 20, 2019.

The Criminal Justice – Law Enforcement 720 Academy prepares learners to enter the workforce as police officers or deputy sheriffs in Wisconsin. Graduates are able to demonstrate tactical skills, conduct investigations and manage emergencies.

*Photo courtesy NTC. Leaders from NTC's School of Public Safety stand with the graduates following the commencement ceremony in Wausau. Those pictured from left include (front row) Sara Gossfeld-Benzing, Dean of NTC's School of Public Safety; Christian Almonte, Menomonee Falls; (second row) Seth Cate, Wausau; Gunnar Schultz, Ringle; Tyler Sinkler, Kronenwetter; Cong Lor, Wausau (third row) Jacob Haugstad, Wausau; Casey Kolste, Wausau; Christopher Gazda, Mosinee (back row) Brian Fiene, Instructor; Matt Kecker, Instructor; Paul Clarke, Instructor.*



# Wausau Pilot & Review

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## NTC expands admissions hours for spring registration

*Published on January 17, 2020 in Schools*

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WAUSAU — To help students register for spring classes, Northcentral Technical College will expand admissions hours during Spring Registration Days this January.

Admissions staff will be available to answer questions about NTC's 190+ industry-driven programs and help students enroll in spring classes, including flexible online classes delivered through NTC's virtual college. Anyone who drops in can also apply for financial aid or talk to a career coach about choosing a program that leads to a rewarding career.

### Spring Registration Days: Underway through Jan. 30

NTC's Wausau Campus

Monday\* – Thursday:

7:30 a.m. to 6 p.m.

Friday: 7 a.m. to 5 p.m.

Saturday: 8 a.m. – Noon (testing services also available by appointment)

*\*The campus is closed on Monday, Jan. 20, in observance of Martin Luther King Jr. Day.*

Spring Registration Days are also underway at NTC's regional campuses in Antigo, Spencer, Medford and Phillips. To see the expanded hours by campus, visit [www.ntc.edu/locations](http://www.ntc.edu/locations).

*Photo courtesy NTC.*

# Wausau Pilot & Review

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## NTC Foundation awards more than \$100K in scholarships

*Published on January 27, 2020 in Schools*

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WAUSAU – The Northcentral Technical College Foundation has awarded nearly 200 scholarships totaling over \$116,000 to students who will be pursuing higher education at NTC during the spring 2020 term, the college announced this week. The following local students

were recently awarded scholarships to help them finance their education while pursuing their dreams:



**Abbotsford:** Marisa Cruz, Samantha Hawkey, Maria Palacios, Juanmanuel Rocha, Katrina Weaver

**Antigo:** Victoria Andres, Natalie Cunningham, Amber Fleischman, Holly Mevis, Amber Resch, Melissa Wald

**Appleton:** Holly Avery, Lynn Thao

**Athens:** Sherry Gutknecht, Beth Steinke, Brady Wagner

**Auburndale:** Cali Olson

**Birnamwood:** Kaine Bernarde

**Bryant:** Caleb Schroepfer

**Colby, KS:** Heather Comfort

**Colby:** Maeghan Weiler

**Curtiss:** Maria Garcia-Torres

**Deerbrook:** Callie Wiegert

**Dorchester:** Dayna Blume, Schyan Kautzer, Joseph Serrano, Juan Tzintzun

**Eau Claire:** Kasondra Mero

**Edgar:** Kassidy Myszka

**Edgerton:** Emily Laetsch

**Elk Mound:** Sydney Simpson

**Fountain City:** Hailee Elliott

**Gilman:** Jocelyn Holtz

**Gleason:** Shannon Staskiewicz

**Hewitt:** McKenna Reed

**Irma:** Abby Monti, Kayli Petrowski

**Kaukauna:** Mariah Ulrich

**Kennan:** Jordan Morrow

**Kronenwetter:** Alena Raczkowski, Nong Thao-Kong

**Laona:** Catherine Krawze

**Loyal:** Jordan Radue

**Marathon:** Joshua Heerts, Tracy Hoefs, Mitchell Putnam, Alison Stieber, Kyle Verville,

**Marshfield:** Courtney Brown

**Medford:** Chelsea Cullen, Mackenzie Fries, Amber Hamm, Sierra Johnson, Zachary Meier, Claire Pearson, Mary Phillips, Kayla Rausch

**Menominee:** Madison Rood

**Merrill:** Kayley Bean, Jenna Burdick, Autumn Detert, Hollie Dewar, Christina Doering, Amanda Frederick, Maria Grund, Sierra Humphrey, Dani Kriehn, Lisa Krueger, Bradley Leiskau, Emily Nylund, Konnor Peterson, Elizabeth Schmidt, Rebekka Surber, Elisabeth Svoke, Amber Thums, Jackson Vander Velde

**Mosinee:** Emily Borchardt, Kelsey Burton, Ernest Kress, Cassandra Maliszewski, Shaylynn Rowe

**Oostburg:** Alexia Hengst

**Owen:** Erica Arndt, Stephanie Meyers, Allison Milbert

**Park Falls:** Avanee Cortez, Rachel Meier

**Phillips:** Dominique Chastain, Angela Lenz, Rebecca Steinbach

**Phlox:** Lucas Dionne

**Pickerel:** Megan Jaje

**Plover:** Camila Freund

**Portage:** Brea Behn

**Prentice:** Raeanna Erickson

**Rhineland:** Bettie Jo Ingman

**Ripon:** Ryan Jones

**Rosholt:** Bryce Miller

**Rothschild:** Bailey Bauer, Chelsea Jenness, Melissa Laporte

**Schofield:** Cody Hansen, Tyler Lemma, Nina Miller, Katherine Woller

**Spencer:** Elizabeth Endreas, Brooke Lenz

**Stetsonville:** Trentin Messman

**Stevens Point:** Alexis Haferbecker, Kathryn Hojnacki, Sara Smrz, Andrea Stroik, Arianna Welch, Rongjuan Zhang

**Stratford:** Mitchell Kaiser, Brooke Spaeth

**Tomahawk:** Justine Engman, Tyler Milazzo, Rylie Swan

**Waupaca:** Daytona Santiago

**Wausau:** Marie Bemis, Bailey Bootz, Felicia Borchardt, Dalton Brandenburg, Angela Brandt, Emily Calaway, Lakonia Carlson, Mallory Coombs, Daniel Craven, Amaya Czerwinski, Ivan DeBroux, Karli Destrampe, Termynos Dherapratuankul, Kathryn Garcia, Kelly Giebel, Marion Glime, Brett Groshek, Ethan Holster, Tyler Kadlecek, Carla Kahre, Austin Kosour, Cassie Lambrecht, Matthew Lee, Kendra Lewitzke, Teresa Martini, Kayley McColley, Jorie Meyer, Ryan Molle, Mary Nordstrom, Daniel Onopa, Brendan Raboin, Nicole Radtke, Joel Reynolds, Kathleen Robinson, Pedro Sanchez, Arabella Schmitt, Raymundo Solis Jr, Tre Thompson, Angela Traska, Ross Treadeau, Peter Trevino, Minfang Utterback, Lyla Yang, Thai Yang

**West Bend:** Melissa Miller

**Weston:** Brenden Barwick, Derek Dallmann, Decarla Evans, Tanner Kocher, Ronald Kubetz, Chi Lee, Fue Lee, Justin Leggett, Abigail Nyseth, Hathairat Srimuang-Hanson, Cody Sunie, Lily Thao, Sarina Vang

**White Lake:** Cynthia Derksen, Daniel Fay

**Willard:** Brian Miller

**Wisconsin Rapids:** Deanna Beadle, Amie Klevene, Jaimie Vanderhei

**Wittenberg:** Hailey Baumgartner, Riley Worzall



# Student-led salon opens as part of NTC cosmetology program



By Stella Porter | Posted: Wed 7:40 AM, Jan 29, 2020 | Updated: Wed 7:40 AM, Jan 29, 2020

**WAUSAU, Wis. (WSAW)** -- A new cosmetology program at **Northcentral Technical College** is giving students hands-on experience working in the beauty industry.

With the start of the new semester, **NTC** opened "Studio Max" to provide hair, nail skin care services done by students, and it's open to the public.

**NTC** leadership says the opening of Studio Max is just one example of **NTC's** rapid growth.

Each new program is designed to fill a need for jobs based on projections made by the college. **NTC** hopes to be able to teach to new trends in the beauty industry to have students ready to be employed after graduation.

"It's all about hands-on experience and making sure that students are getting relevant to what they'll be doing in the industry. For this, we really needed a learning lab where they would be using the products and the tools and the space that would be the same as when they're in the industry," said Brandy Breuckman, Dean of the School of Business, Community Services and Virtual College.



An instructor gives a student guidance on cutting hair (WSAW Photo).

The salon features 20 stations, manicure chairs and facial tables for the program's four students to use.

"We are always trying to see what's coming, what's new, we're doing a lot of projecting. We have to meet the needs of industry, and make sure we're connecting students with those businesses and the skills that those businesses need," Breuckman said.

"They get to physically feel it. Say, for round brushing, for instance. They actually get to feel how to hold that brush, how to hold that blow drier, so that they're not straining their wrists," said instructor Allegra Coolidge.

She's also hoping to be able to help students adapt to new trends and requests by clients.

"It's nice to have a good, clean, pretty place to learn. It makes me excited to come here every day," said Abbigail Westcott, a cosmetology student.

To learn more about the new salon or book an appointment, [click here](#).

Get the latest updates from [wsaw.com](http://wsaw.com) delivered to your browser

# Wausau Pilot & Review

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## The Branch to feature three projects in spring 2020 session

*Published on January 30, 2020 in Biz Briefs/News*

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**PRESS RELEASE (WAUSAU)** – Students from a variety of colleges and universities in central Wisconsin will participate in **The Branch's** spring session which kicks off on Saturday, February 29 at **Northcentral Technical College's** Wausau campus. The Branch is a workforce development initiative introduced by the **Greater Wausau Chamber of Commerce**, **Northcentral Technical College** and **Church Mutual Insurance Company** in 2016. The program is an entrepreneurial skills accelerator which is designed to retain talent in central Wisconsin.

Three student teams will work on innovation challenges from **Church Mutual Insurance Company**, **Ruder Ware LLSC** and **Westphal Staffing Inc** during the session. Interested students can review the spring schedule and apply on **The Branch's website**.



*Caption: Students from a variety of colleges and universities in central Wisconsin will participate in The Branch's spring 2020 session.*

“The Branch asks students from around the region to solve complex problems and to be entrepreneurial while connecting to the companies that need this local talent.” said Dave Eckmann, President/CEO of the Greater Wausau Chamber of Commerce. “We live in a very talent-competitive economy and will for the next 25 years, making this program very important.”

AROW Global, Ansay & Associates LLC, Church Mutual Insurance Company, Incredible Bank, M3 Insurance, North Central Health Care and the Greater Wausau Chamber of Commerce have also provided challenges to student teams in previous sessions. To view student and mentor testimonials and to watch videos from the program’s several Demo Day events, visit [The Branch’s YouTube channel](#).

AROW Global, Ansay & Associates LLC, Church Mutual Insurance Company, Greater Wausau Chamber of Commerce, Incredible Bank, M3 Insurance, North Central Health Care, Ruder Ware LLSC and Westphal Staffing Inc are sponsors of the program.

The Branch Academy program will return this summer. The Branch Academy will offer high school juniors and seniors an opportunity to earn college credit while showcasing their talents for business and community leaders. Students can apply for the program on [The Branch’s website](#).

For more information or to register as a coach for a team, visit [The Branch’s website](#). Businesses that are interested in becoming involved with the program can also register projects through the [site](#) or contact Brian Otten, marketing manager at the Chamber, at [botten@wausauchamber.com](mailto:botten@wausauchamber.com) or 715-848-5947.



# Wausau Pilot & Review

MORE NEWS. LESS FLUFF. ALL LOCAL.



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## Wausau Financial Wellness Conference to be held at NTC

*Published on January 31, 2020 in Biz Briefs*

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WAUSAU – Northcentral Technical College will host the 13<sup>th</sup> Annual Wausau Financial Wellness Conference from 8:30 a.m. to 1:30 p.m. Feb. 8 at the Center for Health Sciences building on the Wausau campus.

Learn personal finance concepts that can prepare you for a better financial future and choose from various workshops featuring area experts who cover several topics, including:

### **Budgeting Basics ... How to Have More Money than Month for a Change**

*Dean Kolden, US Bank*





### **Career Exploration**

*Kimmie Kretz, Northcentral Technical College*

### **Banking FAQs**

*Katie Matz, CoVantage Credit Union*

### **Medicare and Medicaid**

*Bee Lee, Wisconsin Advantage/UnitedHealthcare*

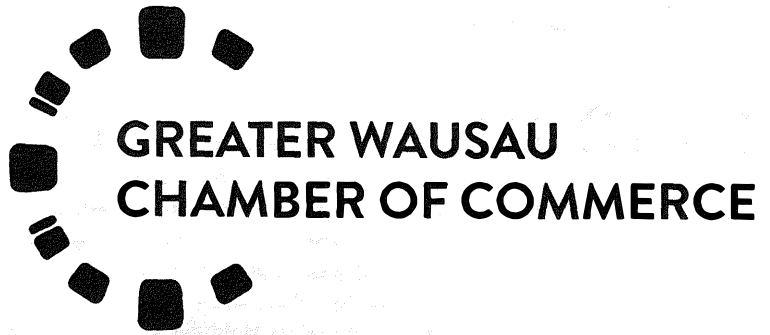
### **Credit – What to Know and What to Avoid**

*Kelly Hladovcak, Valley Communities Credit Union*

Early bird registration runs until Feb. 1. The cost is \$2 for adults and kids younger than 18 are free. After Feb. 1, the cost to attend is \$4 for adults and \$1 for kids. To learn more about scholarships that are available to attend this event, contact Asset Builders at 866-304-6896.

The keynote address will be delivered by Sara Guild, executive director of the WI Automotive and Truck Education Association. The conference includes breakfast, lunch and a free credit report.

To register, contact the City of Wausau Community Development at 715-261-6680.



January 13, 2020

# Demo Day highlights Branch projects

The Branch hosted a Demo Day event for the program's fall session on Tuesday, December 3 at Northcentral Technical College in Wausau. The event included presentations by college students to leadership teams from Church Mutual Insurance Company and the Greater Wausau Chamber of Commerce in partnership with the Wausau River District Inc. Beginning in September, students in The Branch have worked as teams on a pair of innovation challenges for these organizations.

The fall session included 14 students: Laura Guldan and Kaitlyn Kulp of Northcentral Technical College; Jayson Pfister and Jose Vasquez of UW-Stevens Point; Sarah Burnett of UWSP at Marshfield; Dakota Bokath, Ana Capetillo, Merrissa Immerfall, Chris Kloiber, Jennifer Maerz, Jennifer Sodke, Ryan Stevens and Kieran Talley of UWSP at Wausau; and Benton Edmondson of Wausau West.

"Unemployment is extremely low in the Wausau region, so there are significant workforce challenges for businesses," said Brad Gast, Dean of Business & Industry and Continuing Education at Northcentral Technical College. "The Branch aims to help them find the talented workforce they need."

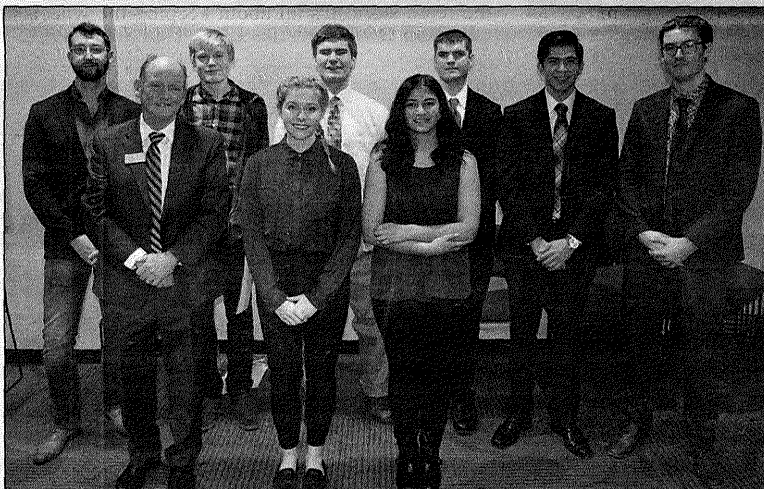
The Branch is a workforce development initiative introduced by the Wausau Region Chamber of Commerce, Northcentral Technical College and Church Mutual Insurance Company in 2016. The program aims to build business and retain talent in central Wisconsin. The program's previous Demo Day events, can be viewed on The Branch's YouTube channel.

Along with Church Mutual Insurance Company and the Greater Wausau Chamber of Commerce, Ansay & Associates LLC, AROW Global, Incredible Bank, M3 Insurance, North Central Health Care and Westphal Staffing Inc are sponsors of the program.

"The Branch allows students to become engaged with local businesses," said Dave Eckmann, President/CEO of the Greater Wausau Chamber of Commerce. "These businesses have challenges which they would like some fresh eyes upon. The



Students in The Branch's fall 2019 session presented their project solutions to Church Mutual Insurance Company, above top, and the Greater Wausau Chamber of Commerce, above, on December 3 at Northcentral Technical College.



Branch gives students real-life experience in our companies. At the same time, these programs give our companies access to the talent that exists in our communities."

College students are encouraged to apply for The Branch's spring and fall 2020 sessions. For more

information or to register as a student or mentor, visit The Branch's website. Businesses that are interested in the program can also register projects through the site or contact Brian Otten, marketing manager at the Chamber, at [botten@wausauchamber.com](mailto:botten@wausauchamber.com) or 715-848-5947.

# Media Monitoring Suite







Reports

01.03.20 - 02.2.20

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	<p>WSAW (CBS) 1/3/2020 6:10:23 PM                  Wausau, WI                  NewsChannel 7 @ 6                  Local Viewership: 18,182      Local Publicity Value: \$684.85                  the <b>northcentral technical college</b> campus' restaurant, "spoons" is opening in late spring. ((heather)) but it will be open to the public periodically. the menu will be different every time, completely prepared by students. the restaurant was scheduled to open this month-- but was postponed due to a building material delay. restaurant-goers will have a hand in the students' grade. ((heather)) the wausau economic development committee is going to hear a proposal to turn the vacant westside battery location into a restaurant. the city started collecting proposals in october 2019--- after a previous plan for a</p>
	<p>WJFW (NBC) 1/8/2020 5:06:01 PM                  Wausau, WI                  Newswatch 12 at 5                  Local Viewership: 6,998      Local Publicity Value: \$300.00                  packers locker room at 6. at lambeau field, andrew goldstein, newswatch 12. e-sport fans around the state have another reason to follow "the badger state games". <b>northcentral technical college</b> has partnered with the organization to include competitive video games, as well. league of legends... rocket league... and super smash brother round-robin tournaments will be held in wausau from february 15th to the 16th. 16 teams will compete for top prize -- a gold medal and 500 dollars. if you're interested in signing up... you can do so on "the badger state games" website. the wisconsin fastpitch coaches association announced their 2020 hall of fame class today (wednesday) the</p>
	<p>WJFW (NBC) 1/9/2020 5:25:41 AM                  Wausau, WI                  Newswatch 12 Morning News                  Local Viewership: 778      Local Publicity Value: \$26.82                  e-sport fans around the state have another reason to follow "the badger state games". (marisa) <b>northcentral technical college</b> has partnered with the organization to include competitive video games, as well. league of legends... rocket league... and super smash bros. round-robin tournaments will be held in wausau from february 15th to the 16th. 16 teams will compete for top prize -- a gold medal and 500 dollars. if you're interested in signing up... you can do so on "the badger state games" website. (angela) the wisconsin fastpitch coaches association announced their 2020 hall of fame class yesterday (thursday)</p>
	<p>WJFW (NBC) 1/9/2020 6:11:59 PM                  Wausau, WI                  Newswatch 12 at 6                  Local Viewership: 8,766      Local Publicity Value: \$384.46                  evers made a stop at "<b>northcentral technical college</b>", in wausau, today. newswatch 12's peter dubois was there, ...and joins us live -- in studio -- with more about his visit, peter? (peter) justin, the governor spoke with press about his first year accomplishments. he said he's proud of the progress his administration has made so far, but addressed some issues as well. evers expressed his frustration with republican legislators, claiming they've avoided bringing up a number of</p>
	<p>WJFW (NBC) 1/9/2020 10:09:11 PM                  Wausau, WI                  Newswatch 12 at 10                  Local Viewership: 5,186      Local Publicity Value: \$395.25                  adjourning this spring." governor evers expressed his frustration with republican state legislators while addressing the press at <b>northcentral technical college</b> thursday. "the republicans in the legislature have already signaled that they only plan to meet a few times this year. i would argue the people of wisconsin deserve better. they deserve elected officials who will show up and get things done." evers was joined by state senator jon erpenbach, who said there are many bills already presented that have drawn bipartisan support. "wisconsinites aren't divided on the issue of medical marijuana, wisconsinites aren't divided on the issue of broadband expansion,</p>
	<p>WJFW (NBC) 1/10/2020 6:28:57 AM                  Wausau, WI                  Newswatch 12 Morning News                  Local Viewership: 2,035      Local Publicity Value: \$65.04                  january 10th. governor evers made a stop at "<b>northcentral technical college</b>", in wausau, (thurs). the governor spoke about his first year accomplishments. he said he's proud of the progress his administration has made so far, but addressed some issues as well. evers expressed his frustration with republican</p>

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legislators, claiming they've avoided bringing up a number of important issues. that's something he hopes changes in 20- 20. "the republicans in the legislature have already



WAOW (ABC) 1/19/2020 10:26:21 AM  
 Wausau, WI  
 Financially Speaking with Buska Retirement  
 Local Viewership: 908 Local Publicity Value: \$53.81  
 life, never left. (chuckles) i graduated from wausau west high school. i went to the tech here in town, northcentral technical college. and so, you know, i've always been in this area. i do really love the wausau area. sometimes, the weather's (chuckling) not so great but i really do enjoy the area that we live. i enjoy the people, the community. i've been actively involved in the community for a lot of years, even through my business career through the wausau region chamber of commerce, serving as an ambassador and now a board member



WAOW (ABC) 1/20/2020 10:23:42 PM  
 Wausau, WI  
 News 9 WAOW at 10PM  
 Local Viewership: 19,092 Local Publicity Value: \$1,215.20  
 resources to get the victim where they need to go or to streamline those cases into what they are" northcentral technical college will host the event tomorrow night from 6 to 8 ... it's free to the public--but an r-s-v-p is requested--you can find that information on our website--w-a-o-w-dot-com. the search continues for a missing korean war veteran out of wisconsin. tony--whose birth name is norbert anthony dantzman --is five nine and a hundred and forty pounds... there is a national silver alert out... his family believes he could be anywhere bewteen sawyer county and his home



WAOW (ABC) 1/21/2020 8:27:55 AM  
 Wausau, WI  
 Good Morning America  
 Local Viewership: 1,584 Local Publicity Value: \$62.16  
 streamline those cases into what they are" northcentral technical college will host the event tonight from 6 to 8 ... it's free to the public--but an r-s-v-p is requested--you can find that information on our chief meteorologist justin loew -- will have your forecast right after the



WSAW (CBS) 1/21/2020 10:02:21 PM  
 Wausau, WI  
 NewsChannel 7 @ 10  
 Local Viewership: 23,681 Local Publicity Value: \$1,931.30  
 tonight about a difficult b ut important topic... human trafficking. ((jeff)) newschannel 7's jerel ballard joins as live at northcentral technical college where that event just wrapped up. jerel what was discussed tonight? ((jerel)) jeff - the last several weeks the women's community along with the wausau police department conducted a city wide survey to see what the residents of the survey. sot - nat pop "yes wausau does have

Items in this report: 10

Total Local Viewership: 87,210  
 Total Local Market Publicity Value: \$5,118.88

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